



CHILDREN'S EDUCATION SOCIETY (Regd.)

Administrative Office:

1st Phase JP Nagar, Bengaluru – 560 078

☎: 080-61754501 – 502 Fax: 080-2654 8658

THE OXFORD COLLEGE OF ENGINEERING

(Recognised by the Govt. of Karnataka, Affiliated to Visvesvaraya Technological University, Belagavi & Approved by A.I.C.T.E. New Delhi. Accredited with 'A' Grade by NAAC & NBA New Delhi and Recognised by UGC Under Section 2(f) Bommanahalli, Hosur Road, Bangalore –560068.

Summary

This is to certify that the following file is added with the No. of students placed, List of students placed and their offer letters for the academic year 2022-23.

The total of 411 students placed in various companies.

Principal

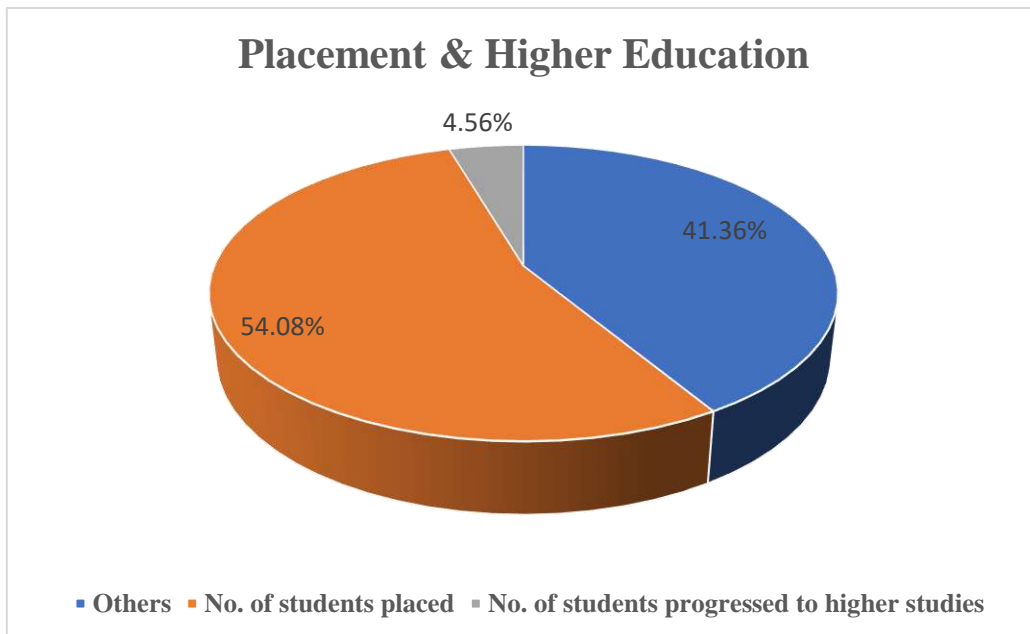
PRINCIPAL

The Oxford College of Engineering
Bommanahalli, Hosur Road
Bengaluru-560 068



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2(f) Bommanahalli, Hosur Road, Bangalore – 560068. ☎: 080 -30219601/602, Fax: 080 – 25730551/ 30219629 E-mail:
engprincipal@theoxford.edu Web: www.theoxford.edu

Summary of Placement and Higher Education 2022-2023





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Bommanahalli, Hosur Road, Bangalore –560068.

No of students placed.

YEAR		MCA	CS	IS	EC	EE	ME
2022-23	No of outgoing placed	67	68	77	56	23	8
	No of Students	119	120	110	95	50	38
CV	BT	AU	MBA	MT	TOTAL	%PER YEAR	
12	23	8	55	14	411	54.08	
51	31	19	83	34	750		

List of placed students is as follows.

Sl.No	USN	Name	Department	Package in LPA	Company Name
1	10X19AU004	Jashwanth R M	Auto	4	Cognizant
2	10X19AU005	KanshiDidwal	Auto	4	Acadomore
3	10X19AU006	Lakshmi Narayanan.G	Auto	3	Vee Technologies
4	10X19AU007	Md Muzammil Pasha.S	Auto	3	Vee Technologies
5	10X19AU009	Nikshap S R	Auto	4.8	Pinclick
6	10X19AU012	Santhosh G	Auto	4.68	dHiomics Analytics
7	10X19BT003	Arun S	BT	4.8	Pinclick
8	10X19BT004	Ayushi Singh	BT	5	MU Sigma
9	10X19BT005	Bhoomika S N	BT	4.2	Aquity Solutions
10	10X19BT006	Chaithra shree P	BT	8	Byju's
11	10X19BT007	Eeksha Prasad	BT	4.72	ZiFoRnD Solutions
12	10X19BT009	Harika R	BT	4	Cognizant
13	10X19BT012	Ila Khanduri	BT	4	Cognizant
14	10X19BT013	Inchara K S	BT	4.2	Aquity Solutions
15	10X19BT015	Janani.S	BT	4	Cognizant
16	10X17BT019	Kavya K	BT	8	Byju's
17	10X19BT017	Kiran J Reddy	BT	4.2	Aquity Solutions
18	10X19bt018	Krutika R	BT	4.2	Aquity Solutions
19	10X19BT019	Likitha V	BT	4	Cognizant
20	10X19BT020	Mythili S Tambraparni	BT	9	Intellipaat
21	10X19BT021	Nazeeha Burhan	BT	4.5	Labcorp
22	10X19BT022	Poojitha N G	BT	4.5	Labcorp
23	10X19BT023	Prajwal C	BT	8	Byju's
24	10X19BT026	Sneha G Krishnan	BT	4	Cognizant
25	10X19BT027	Vanam Vamsee Krishna	BT	4.72	ZiFoRnD Solutions
26	10X19BT030	Yukta Muki	BT	4.8	OG Health Care
27	10X19CV004	Akshay	Civil	3	Aum Water Technology
28	10X19CV021	Nanditha	Civil	3	Aum Water Technology
29	10X19CV023	Purnashree	Civil	3	Aum Water Technology

30	10X19CV024	Roheedshafi	Civil	3.6	Face Prep
31	1ox19cv028	Sneha Reji Thomas	Civil	3	Aum Water Technology
32	10X20CV405	Suraj Singh	Civil	3	Aum Water Technology
33	10X19CV031	Syed Ussaid Ahmed	Civil	3	Vee Technologies
34	10X19CV033	Vamshi Krishna	Civil	3	Aum Water Technology
35	10X19CS002	Aftab Mansuri	CSE	4	Cognizant
36	10X19CS009	ARINDAM RATHORE R	CSE	8.64	Ellucian
37	10X19CS010	Arjun R	CSE	8	BYJU'S
38	10X19CS011	Arkesh V Kumar	CSE	4.5	Labcorp
39	10X19CS013	Arya P B	CSE	9	KreditBee
40	10X19CS015	Atla Venkata Sumanth Reddy	CSE	4	Acadomore
41	10X19CS018	Bandakshari Umesh	CSE	4.5	Accenture
42	10X19CS019	Basharat Khursheed	CSE	4	Visionet
43	10X19CS020	Bhoomika R	CSE	9	KreditBee
44	1ox19cs024	Chitra b	CSE	4	Visionet
45	10X19CS025	Deepak D	CSE	9	KreditBee
46	10X19CS031	F Maria Jasmin	CSE	4	Cognizant
47	10X19CS032	G Bhargav Teja	CSE	4.68	dHiomics Analytics
48	10X19CS033	Guruprasad Sadashiv Dandagi	CSE	4	Visionet
49	10X19CS039	K Sandeep Srinivas	CSE	4	Cognizant
50	10X19CS042	Keerthana S	CSE	9	KreditBee
51	10X19CS044	Kishan G	CSE	4.68	dHiomics Analytics
52	10X19CS045	Komal Sharma	CSE	11	Juspay
53	10X19CS047	Kushal J	CSE	9	Landmark
54	10X19CS050	MEDAM BALA SRUJANESWARA SAI	CSE	5	MU Sigma
55	10X19CS051	Meghana G	CSE	9	Intellipaat
56	10X19CS052	Mohammed Siddiq	CSE	4.68	dHiomics Analytics
57	10X19CS056	MOHIT SHARMA	CSE	22.5	PhonePe
58	10X19CS057	Monisha Priya	CSE	4.5	Accenture
59	10X19CS058	MudagandurNirbhaymanoj	CSE	9	Landmark
60	10X19CS060	Nafeeza Taskeen	CSE	4	Acadomore
61	10X19CS064	Navya S	CSE	4	Cognizant
62	10X19CS066	Nivetha E	CSE	4.5	Accenture
63	10X19CS068	Pallavi N Madiwalar	CSE	5	MU Sigma
64	10X19CS067	Pallavi NM	CSE	8	Byju's
65	10X19CS071	Prathiksha S	CSE	4	Cognizant
66	10X19CS072	R Akshitha Sree	CSE	4	Cognizant
67	10X19CS074	Rahul M	CSE	4	Cognizant
68	10X18CS059	Rahul Rajesh	CSE	4	Cognizant
69	10X19CS076	Rakshitha Kadekar	CSE	4	Cognizant
70	10X19CS078	REKHA K	CSE	3.5	Terrralogic Software solution
71	10X19CS080	Rushali. S	CSE	4	Visionet
72	10X19CS081	S Y SRIDHARAN	CSE	4.5	Labcorp
73	10X19CS084	Sai Sumanth S	CSE	4	Visionet
74	10X19CS087	Sameer Abbas	CSE	9	Intellipaat
75	10X19CS088	SANDHYA V MURTHY	CSE	8.64	Ellucian
76	10X19CS090	Sanjana H.B	CSE	4	Visionet
77	10X19CS094	Shashank K P	CSE	9	KreditBee

78	10X19CS095	ShibhangiLodh	CSE	7	Brillio
79	10X19CS097	Snehal Kumar Singh	CSE	3.5	Tata elxsi
80	10X19CS098	Sourabh Sourabh	CSE	3.36	TCS
81	10X19CS100	Srishti U	CSE	4	Cognizant
82	10X19CS102	Suchitra Mallik	CSE	9	Intellipaat
83	10X19CS105	Sushmitha N Jalli	CSE	4	Cognizant
84	10X21MC098	Swetha R	CSE	7	Doppio
85	10X19CS107	Syeda Misbah Hussain	CSE	4.5	Accenture
86	10X19CS107	Syeda Misbah Hussain	CSE	4.5	Labcorp
87	10X19CS109	Tejaswini K S	CSE	4	Cognizant
88	10X19CS110	Thrisha R	CSE	4	Cognizant
89	10X19CS111	Thrupthi P	CSE	4	6D technologies
90	10X19CS112	Toms John	CSE	7	Brillio
91	10X19CS113	Tushar	CSE	9	KreditBee
92	10X19CS116	Vidula R	CSE	4	Visionet
93	10X18CS092	yashaswi R	CSE	4	Acadomore
94	10X19EC003	Ajit Kumar Sah	ECE	8	Byju's
95	10X19EC005	Annappa Gowda	ECE	4	Cognizant
96	10X19EC006	Arunachalam M	ECE	6	Smart Soc's
97	10X19EC007	BasireddyRamaduggi Reddy	ECE	4	Acadomore
98	10X19EC009	Bhoomika R S	ECE	4	Acadomore
99	10X19IS022	Chinchu Sunil	ECE	4.5	Labcorp
100	10X19EC014	Dhanush Reddy S	ECE	3.6	Face Prep
101	10X19EC015	Dhanush S	ECE	3	Meltronics
102	10X19EC016	Dheeraj Atri	ECE	9	Intellipaat
103	10X19EC017	Divya G	ECE	8.64	Ellucian
104	10X19EC018	Divyashree C	ECE	6	Smart Soc's
105	10X19EC019	Gagan kumar M	ECE	4.8	Pinclick
106	10X19EC020	Harika C	ECE	4	Acadomore
107	10X19EC022	Harshitha K T	ECE	4	Acadomore
108	10X19EC023	Harshitha S	ECE	4.7	Quad Gen
109	10X19EC024	Hema M	ECE	4.5	Labcorp
110	10X19EC025	Hemanth A	ECE	9	Intellipaat
111	10X19EC026	Impana SV	ECE	4	Acadomore
112	10X19EC042	K.manjunathan	ECE	4	Acadomore
113	10X19EC029	Karthik pama MD	ECE	4.8	Pinclick
114	10X19ec031	Kavya S	ECE	4.75	schneider Electric
115	10X19ec032	KEERTHANA G D	ECE	4.7	Quad Gen
116	10X19EC034	Kumar vamshich	ECE	4	Visionet
117	10X19EC035	Lakshmi Prathyusha C H	ECE	4.7	Quad Gen
118	10X19EC039	Mahanatheshwara K	ECE	3	Meltronics
119	10X19EC044	Meenakshy Santhosh	ECE	4	Cognizant
120	10X19EC046	Mohan R S	ECE	4.8	Pinclick
121	10X19EC048	Namraj Joshi	ECE	4	Visionet
122	10X18EC038	Nikil Prakash Amin	ECE	4	Cognizant
123	10X19EC052	Palaksha	ECE	5.5	Pieinfocomm
124	10X19EC053	Pooja Mohan Gondhali	ECE	4	Cognizant
125	10X19EC054	Pradeep B L	ECE	4.7	Quad Gen
126	10X19EC037	Pragathi M	ECE	4.7	Quad Gen

127	10X19EC055	Prajwal N	ECE	4	Cognizant
128	10X19EC057	Preetam Ambudkar	ECE	4	Visionet
129	10X20EC404	Qhader Pasha	ECE	3	Meltronics
130	10X19EC060	Rahul Reddy D	ECE	3	Stratogent Soft
131	10X19EC061	Rakesh B R	ECE	4.68	dHiomics Analytics
132	10X19EC062	REVATHI S	ECE	9	Intellipaart
133	10X19EC064	Sagar K M	ECE	4	Cognizant
134	10X19EC066	Saivandana Patro	ECE	4	Cognizant
135	10X18EC060	Santhosh S	ECE	9	Intellipaart
136	10X19EC069	Saptha Sree M	ECE	3	Meltronics
137	10X19EC086	Sharmili V	ECE	3.36	TCS
138	10X19EC073	Sheelvanthganes	ECE	4	Cognizant
139	10X19EC076	Sindhu S	ECE	11	Juspay
140	10X19EC077	Sneha S	ECE	4	Cognizant
141	10X19EC080	Stephen Raj S	ECE	3	Meltronics
142	10X19EC082	Tulasi P Rathod	ECE	5	MU Sigma
143	10X19EC085	V Sharmili	ECE	3	Planetspark
144	10X19EC083	V Udaya Pradeep	ECE	4.8	Pinlick
145	10X19EC092	yuktishree s	ECE	4	Cognizant
146	10X18EE007	Archana CM	EEE	9	Intellipaart
147	10X19EE007	Greeshma CP	EEE	9	Intellipaart
148	10X19EE031	H Shivani	EEE	3	Stratogent Soft
149	10X19EE008	Jeevan.G	EEE	9	Intellipaart
150	10X20EE401	Kasula Yashitha	EEE	4	vindsol
151	10X19EE015	Likitha C Shetty	EEE	9	Intellipaart
152	10X19EE017	Meghana L	EEE	3.36	TCS
153	10X19EE022	Prerana R	EEE	9	Intellipaart
154	10X19EE026	Safeer Hussain Rather	EEE	4	Acadomore
155	10X19EE029	Shalini S C	EEE	9	Intellipaart
156	10X19EE030	Shaun Jericho S	EEE	4	Mechlion Pumps
157	10X19EE036	Umamah Chaman Khan	EEE	4.5	Accenture
158	10X19EE037	UZMA PARVEEN H I	EEE	9	Intellipaart
159	10X19EE039	Vinay C	EEE	9	Intellipaart
160	10X19EE040	VIVAN AKASH KSHATRIYA	EEE	4.2	Accord
161	10X19EE041	Yamini C	EEE	4	Cognizant
162	10X19EE042	YAMINI P	EEE	4	vindsol
163	10X19IS007	Aaksh holla	ISE	4	6D technologies
164	10X19IS001	Abdul khaliq	ISE	4	Cognizant
165	10X19IS002	Abhishek Setty M R	ISE	9	KreditBee
166	10X19IS003	Adarsh Tripathi	ISE	9	Intellipaart
167	10X19IS004	Aishwarya P	ISE	4.5	Labcorp
168	10X19IS005	Ajay K S	ISE	9	Landmark
169	10X19IS008	Akshay Singh V Bais	ISE	5.1	Persistent Systems
170	10X19IS010	Alagappa	ISE	8	BYJU'S
171	10X19IS011	ALEKIA P	ISE	4	Spektra Systems
172	10X19IS012	Amisha Kumari	ISE	3.5	Terrralogic Software solution
173	10X19IS013	Anirudh R	ISE	4	Spektra Systems
174	10X19IS016	Ayesha Tabassum	ISE	9	Intellipaart

175	1OX19IS017	Ayush S Setpal	ISE	4	Cognizant
176	1OX19IS018	BHARATH Ganni	ISE	4	Spektra Systems
177	1OX19IS020	Chaitra C	ISE	4	Cognizant
178	1OX19IS021	CHANDANA V	ISE	4	Visionet
179	1OX19IS024	David PL	ISE	4	Cognizant
180	1OX19IS025	DEEKSHA M	ISE	8.64	Ellucian
181	1OX19IS026	Dhanush Gowda K R	ISE	4.2	Accord
182	1OX19IS027	Dhanya Ganapathi K	ISE	4	Visionet
183	1OX19IS028	Dheeraj R	ISE	4	Cognizant
184	1OX19IS029	Farheen khatoon	ISE	4.5	Labcorp
185	1OX19IS030	Ganesh Sri Prasad K B	ISE	4.2	Accord
186	1OX19IS032	HARSHA CS	ISE	4	Spektra Systems
187	1OX19IS036	Hitaishi H Galgi	ISE	4	Visionet
188	1OX19IS039	Kajol Ambwani	ISE	4	Sonata Software
189	1OX19IS040	Kiran Kumar B R	ISE	3.5	Terrralogic Software solution
190	1OX19IS042	KRUTHIK D V	ISE	4	Visionet
191	1OX19IS044	Likhtih	ISE	9	Landmark
192	1OX19IS046	Madhura D	ISE	9	Intellipaat
193	1OX19IS047	Maduri	ISE	3.5	Litwork
194	1OX19IS049	Manasa M	ISE	4	Cognizant
195	1OX19IS050	MANJU G	ISE	4	Visionet
196	1OX19IS052	Meganathan N	ISE	9	KreditBee
197	1OX19IS055	Meghana G R	ISE	4	Cognizant
198	1OX19IS059	Mohammed Arshad J	ISE	4	Sonata Software
199	1OX19IS061	Namitha.C	ISE	3	Vee Technologies
200	1OX19IS065	Nayana K R	ISE	4	Cognizant
201	1OX19IS066	Nithin R	ISE	9	Landmark
202	1OX19IS067	Noel George Thomas	ISE	3	Vee Technologies
203	1OX19IS068	Nusaiba Fathima	ISE	4.5	User Ready
204	1OX19IS069	P S KARTHIK	ISE	4	Visionet
205	1OX19IS070	Pavan Kapoor	ISE	4.5	Accenture
206	1OX19IS071	Prachi choudhary	ISE	9	Intellipaat
207	1OX19IS073	PRUTHVIRAJ MR	ISE	4.8	Pinclick
208	1OX19IS076	Radha R	ISE	4.5	Accenture
209	1OX19IS078	Rashmi V Jain	ISE	4	Cognizant
210	1OX19IS081	Rohan Ganapati Revankar	ISE	8	Byju's
211	1OX19IS082	Roopashri C M	ISE	4	Visionet
212	1OX19IS037	Ruchith Sai	ISE	9	Intellipaat
213	1OX19IS083	Ruchitha P M	ISE	9	Intellipaat
214	1OX19IS084	Ruthvik.C	ISE	3	Vee Technologies
215	1OX19IS087	Sahana S	ISE	9	Intellipaat
216	1OX19IS088	Samipya K	ISE	4	IQZ
217	1OX19IS089	Sandesh	ISE	4	Acadomore
218	1OX19IS091	Shashi Kumar S	ISE	3.6	Face Prep
219	1OX19IS092	Shravani Reddy	ISE	4.5	Accenture
220	1OX19IS093	Shreya.S.Shetty	ISE	3	Vee Technologies
221	1OX19IS094	Shreyas R	ISE	4	Acadomore
222	1OX19IS095	Shrilaxmi Chitguppi	ISE	9	KreditBee

223	1OX19IS096	Shwetha M	ISE	4	Cognizant
224	1OX19IS098	SNEHA S	ISE	3.5	Terrralogic Software solution
225	1OX19IS112	SONALI GUPTA	ISE	4	Visionet
226	1OX19EE043	SOWMYA DN	ISE	3.5	Terrralogic Software solution
227	1OX19IS102	Sumera Mehraj	ISE	4	Visionet
228	1OX19IS103	Syeda Daniya Fathima	ISE	9	Intellipaath
229	1OX19IS104	Syeda Noor Zaineab	ISE	4	Visionet
230	1OX19IS105	Tejaswini c	ISE	3.5	Terrralogic Software solution
231	1OX19IS106	Venkatesh Acharya	ISE	4	Cognizant
232	1OX19IS108	Vikram kumar R	ISE	3.5	Terrralogic Software solution
233	1OX19IS109	Vishaal Kaanth S	ISE	4.8	Pinclick
234	1OX19IS110	Yashaswini S	ISE	4	Cognizant
235	1OX19IS111	Yogendra k	ISE	9	KreditBee
236	1OX21BA001	Abhishek Singh	MBA	4.75	HDFC Life
237	1OX21BA019	Aishwarya	MBA	6	TATA AIG
238	1OX21BA003	Anushree SM	MBA	3.5	Londan stock exchange
239	1OX21BA004	Ashok	MBA	6	TATA AIG
240	1OX21BA005	BharathiN	MBA	4.75	HDFC Life
241	1OX21BA006	Bhuvana	MBA	3.5	Londan stock exchange
242	1OX21BA008	Chandana DS	MBA	6	Acadomore
243	1OX21BA009	Deeksha M P	MBA	3	1 POINT 1 Solutions
244	1OX21BA010	Deepika K S	MBA	4.75	HDFC Life
245	1OX21BA012	Divya Rashmi	MBA	6	TATA AIG
246	1OX21BA013	Firdose Fathima	MBA	4.75	HDFC Life
247	1OX21BA016	HarshithaKuttappa J. P	MBA	4.75	HDFC Life
248	1OX21BA018	Hemanth	MBA	4	Intrnforte
249	1OX21BA017	Hemanth gk	MBA	5.16	Pinclick
250	1OX21BA023	Karthik N	MBA	3	Jaison IT Solutions
251	1OX21BA027	M RAGAVENDRA	MBA	5.16	Pinclick
252	1OX21BA032	Manoj Kumar	MBA	4.3	Kotak Life
253	1OX21BA033	Manoj N M	MBA	4.75	HDFC Life
254	1OX21BA034	Manoj S	MBA	6	TATA AIG
255	1OX21BA035	Manzoor Ahmed Khan	MBA	4.75	HDFC Life
256	1OX21BA036	Megharaj G	MBA	5.16	Pinclick
257	1OX21BA038	Monika	MBA	6	TATA AIG
258	1OX21BA039	Navnit Anand	MBA	4.5	No Broker
259	1OX21BA085	Pavan Kumar	MBA	3.6	Unimech
260	1OX21BA043	Payal M	MBA	4.75	HDFC Life
261	1OX21BA044	POORNIMAN K	MBA	4.75	HDFC Life
262	1OX21BA045	Prakruthi S P	MBA	4.75	HDFC Life
263	1OX21BA046	Prarthana V	MBA	4	Intrnforte
264	1OX21BA048	Preetham R	MBA	4.75	HDFC Life
265	1OX21BA049	Rachana shree K S	MBA	4.75	HDFC Life
266	1OX21BA059	Rakshitha MC	MBA	4.75	HDFC Life
267	1OX21BA051	Ramya	MBA	4	Intrnforte
268	1OX21BA052	RAVITEJA VC	MBA	5.16	Pinclick
269	1OX21BA053	Ritesh Kumae Singh	MBA	3.6	Unimech

270	10X21BA055	Sachin Kumar N	MBA	4.3	Kotak Life
271	10X21BA057	Saima Zainab Khan	MBA	4.75	HDFC Life
272	10X21BA058	Samiksha R	MBA	4	Intrnforte
273	10X21BA060	SATHISH.S	MBA	5.16	Pinclick
274	10X21BA062	Shaistha taj	MBA	3	Jaison IT Solutions
275	10X21BA063	Shalini N	MBA	3.5	Londan stock exchange
276	10X21BA064	Shilpa S	MBA	4.75	HDFC Life
277	1ox21ba068	Sowjanya M	MBA	6	Acadomore
278	10X21BA069	SreelakshmiC.v	MBA	4.75	HDFC Life
279	10X21BA071	Sumith S	MBA	4.75	HDFC Life
280	10X21BA072	Supritha D	MBA	6	Acadomore
281	10X21BA073	SUPRITHA S K	MBA	3.5	Londan stock exchange
282	10X21BA074	SUPRIYA G	MBA	4.75	HDFC Life
283	10X20BA022	Swetha Chowdary	MBA	4	Intrnforte
284	1ox21ba076	TaheerAhmed	MBA	4.75	HDFC Life
285	10X21BA077	Touheed Ahmed S	MBA	4.75	HDFC Life
286	10X21BA079	Usha A	MBA	4	Intrnforte
287	10X21BA080	Venu	MBA	4.3	Kotak Life
288	10X21BA082	Vinay kumar p	MBA	5.16	Pinclick
289	10X21BA083	VINOD FRANKLIN	MBA	3.5	Londan stock exchange
290	10X21BA022	yuktishree s	MBA	3	Jaison IT Solutions
291	10X21MC005	Ajith kumartiwary	MCA	4	Cognizant
292	10X21MC009	Ambika Chatra	MCA	8.64	Ellucian
293	10X21MC010	Anil Kumar Mishra	MCA	6	Acadomore
294	10X21MC011	Anitha H	MCA	6	Acadomore
295	10X21MC015	ARVIND KUMAR V	MCA	4	Cognizant
296	10X21MC01U	Ashok Kumar	MCA	6	Acadomore
297	10X21MC028	Chandrashekhar	MCA	4	Cognizant
298	10X21MC039	IrashadaHMEDASABrHAZI	MCA	4	6D technologies
299	10X21MC041	Kavyashree C L	MCA	6	Acadomore
300	10X21MC044	kunwarabhaypratapsingh	MCA	4	Cognizant
301	10X21MC051	ManojKumar Naragund	MCA	4	Cognizant
302	10X21MC057	Nandini K	MCA	6	Acadomore
303	10X21MC058	Nandini NR	MCA	5.5	Pieinfocomm
304	10X21MC066	Prasannakumara	MCA	3	Stratogent Soft
305	10X21MC071	Punith G Thirta	MCA	5	Code Young
306	10X21MC078	Rohith B	MCA	6	Acadomore
307	10X21MCA079	Rohith KC	MCA	6	Acadomore
308	10X21MC080	Sachin A	MCA	6	Acadomore
309	10X21MC084	Sahana G R	MCA	4	Cognizant
310	10X21MC118	Shourya Gowda K V	MCA	6	Acadomore
311	10X21MC092	Shubham Nimbalkar	MCA	4	Spektra Systems
312	10X21MC093	Shwetha K	MCA	4	Spektra Systems
313	10X21MC095	SPANDANA SY	MCA	3.5	Terrralogic Software solution
314	10X21MC096	SRILAKSHMI C	MCA	6	Acadomore
315	10X19CS096	Sugumaran A	MCA	7	Doppio
316	10X21MC099	Supriya V	MCA	4	Cognizant
317	10X21MC100	Suraksha B	MCA	6	Acadomore

318	10X21MC104	Tejas M	MCA	4	Cognizant
319	10X21MC107	Thulasi B	MCA	4	Cognizant
320	10X21MC113	Vinay L	MCA	6	Acadomore
321	10X21MC119	Yadav S G	MCA	6	Acadomore
322	10X19ME009	Manoj Kumar R	ME	4	Cognizant
323	10X19ME010	Mohammed Arsalan Mulla	ME	4	Acadomore
324	10X19ME011	Mohammed faheem khan	ME	8	Byju's
325	10X19ME014	Naveen kumar	ME	4	Acadomore
326	10X19ME020	SYED IFTIQAR AHMED	ME	4.8	LPS Bossard
327	10X18ME056	Vino Karthik R	ME	9	Intellipaat
328	10X19ME022	YATENDER TEOTIYA	ME	4.8	LPS Bossard
329	10X19MT001	Abhijeet V Jadhav	MT	4.68	dHHiomics Analytics
330	10X20MT400	Adarsh P	MT	4	Cognizant
331	10X19MT002	Adithya K	MT	4.5	Bosch
332	10X19MT005	Arjun Saiju	MT	9	Intellipaat
333	10X19MT006	Aswin Ravindran	MT	4	Cognizant
334	10X19MT015	Eshwara Varun	MT	5	MU Sigma
335	10X19MT009	Ganesh S	MT	4.5	Bosch
336	10X20MT403	Giridhar P M	MT	4	Cognizant
337	10X19MT011	Manoj yadav s	MT	3.5	Litwork
338	10X19MT018	Sanjay Kumar	MT	3	Ciel
339	10X19MT019	Shankar Utturi	MT	4	Cognizant
340	10X19MT021	Somesh S Ghatage	MT	4.5	Bosch
341	10X20MT406	Yathin Shetty N	MT	4	Mechlion Pumps
342	10X19EE020	Panduranga P R	EEE	4	HPE
343	10X21MC056	Monica S	MCA	4	HPE
344	10X21MC014	Arshiya Tara S	MCA	4	HPE
345	10X21MC023	Bhavana A	MCA	4	HPE
346	10X21MC026	C. Swathi	MCA	4	HPE
347	10X21MC073	Raveena Y	MCA	4	HPE
348	10X21MC068	Premalatha V	MCA	4	HPE
349	10X19MT008	Dennies Bensen	MT	4	HPE
350	10X21MC045	LEKHANA V	MCA	3.5	NTT Data Service
351	10X19AU001	Amrutha. S. D	Auto	3.5	NTT Data Service
352	10X21MC094	Sowmya M S	MCA	3.5	NTT Data Service
353	10X20CV401	Arif Shabir Malyar	Civil	3.5	NTT Data Service
354	10X19CS020	Bhoomika R	CSE	3.5	NTT Data Service
355	10X21MC019	Ashwini J	MCA	3.5	NTT Data Service
356	10X19EC056	Prananya M	ECE	3.5	NTT Data Service
357	10X21MC069	Priya Patel A	MCA	3.5	NTT Data Service
358	10X21MC097	Sufiya Ali M	MCA	3.5	NTT Data Service
359	10X19EE005	Chethan V R	EEE	3.5	NTT Data Service
360	10X21MC052	Manush V	MCA	3.5	HCL
361	10X19CS005	Akshitha N	CSE	3.5	HCL
362	10X21MC038	Harish S	MCA	3.5	HCL
363	10X21MC075	Rekha H	MCA	3.5	HCL
364	10X21MC018	Ashoka A	MCA	3.5	HCL
365	10X19EE024	Rithika sharon	EEE	3.5	HCL

366	IOX21MC053	Mohammed maaz	MCA	3.5	HCL
367	IOX19BT008	Ganashree L	BT	4.5	Wipro
368	IOX21MC062	PAVAN P H	MCA	4.5	Wipro
369	IOX21MC074	Reddy praveen B	MCA	4.5	Wipro
370	IOX19CV006	ARUNA P	Civil	4.5	Wipro
371	IOX21MC022	Benny Varghees	MCA	4.5	Wipro
372	IOX21MC035	Gomedhika K	MCA	4.5	Wipro
373	IOX21MC059	P REVANATH KUMAR REDDY	MCA	3	LG Soft
374	IOX21MC089	Shilpa N	MCA	3	LG Soft
375	IOX19EE018	Mohammed Tameem	EEE	3	LG Soft
376	IOX21MC048	Manikant Avargol	MCA	3	LG Soft
377	IOX19CV032	Teja kp	Civil	5	Micro Focus
378	IOX19es006	Ambika.R	CSE	5	Micro Focus
379	IOX21MC102	SUSHMA M HUJEDMANI	MCA	5	Micro Focus
380	IOX19BT014	Janani S	BT	5	Micro Focus
381	IOX19BT027	Vanam Vamshee Krishina	BT	5	Micro Focus
382	IOX21MC055	Mohan Kumar L	MCA	5	Micro Focus
383	IOX21mc061	Pavan Kumar V	MCA	4.5	PWC
384	IOX21MC087	SHARATH N V	MCA	4.5	PWC
385	IOX21MC103	Swathi M K	MCA	4.5	PWC
386	IOX19CS065	Nikhil G Mendon	CSE	4.5	PWC
387	IOX19CV005	Arun Kumar V	Civil	3.5	Mindtree
388	IOX20EE400	Jatothu Vamshi	EEE	3.5	Mindtree
389	IOX20EC405	SARITHA HJ	ECE	3.5	Mindtree
390	IOX19IS009	Akshaya T M	ISE	3.5	Mindtree
391	IOX19IS019	Bhuvaneshwari CM	ISE	3.5	Mindtree
392	IOX21MC077	Rishav Singh Chauhan	MCA	3.5	Mindtree
393	IOX21MC088	Sharmila jansy.p	MCA	4.5	GyanSys
394	IOX19ME012	Mohammed Younus Fardeen	ME	4.5	GyanSys
395	IOX21MC040	Iresh Tetarwal	MCA	4.5	GyanSys
396	IOX21MC017	Ashok Kumar	MCA	4.5	GyanSys
397	IOX19CS003	akashnarayanaswamyI@gmail.com	CSE	4.8	Artech Infosystems Pvt. Ltd
398	IOX19CS059	Muthyala vijayalaxmi	CSE	4.8	Artech Infosystems Pvt. Ltd
399	IOX19IS100	Sowmya D N	ISE	4.8	Artech Infosystems Pvt. Ltd
400	IOX21MC037	Harish M	MCA	4.8	Artech Infosystems Pvt. Ltd
401	IOX19CS075	Rahul R	CSE	7.9	VM Ware
402	IOX19EC059	Raghunandan k	ECE	7.9	VM Ware
403	IOX19EC011	Chandan kumar P	ECE	7.9	VM Ware
404	IOX19CS014	Ashutosh babbar	CSE	7.9	VM Ware
405	IOX19EE006	DHANANJAYA A M	EEE	7.9	VM Ware
406	IOX21MC002	ABHILASH TRIPATHY	MCA	7.9	VM Ware
407	IOX21MC082	sagar H M	MCA	7.9	VM Ware
408	IOX21MC004	Ajeesh. A	MCA	5.16	No Broker
409	IOX19IS023	Chirag B K	ISE	5.16	No Broker
410	IOX19AU010	Nischith Roy	Auto	5.16	No Broker
411	IOX19CS012	Arpita	CSE	5.16	No Broker

Letter of Intent (LOI)

1

Superset ID: 3618957

Date: November 25, 2022

Dear Jashwanth R M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

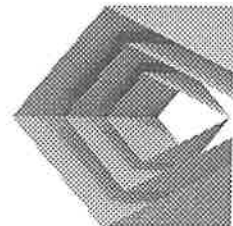
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Congratulations Santhosh! Your dhiOmics Offer letter is here!

1 message

hr dhiOmics <hr@dhiomics.com>

Wed, Sep 21, 2022 at 19:08

To: santhoshgyadav41@gmail.com

Cc: Prabhat Agarwal <prabhat.agarwal@dhiomics.com>, Nilesh Gupta <nilesh.gupta@dhiomics.com>, Ranjit Kokardekar <ranjit.kokardekar@dhiomics.com>, Satish Bairagi <satish.bairagi@dhiomics.com>, Sai Sandeep Manjeri <sandeepsai.manjeri@dhiomics.com>

Dear Santhosh G,

Congratulations! We are pleased to offer you the position of **"Machine Learning Scientist"** at **"dhiOmics Analytics Solutions Private Limited"**, effective from on or before **01 Aug 2023**. The following are the key terms and conditions of the offer -

Compensation:

Annual CTC of INR 4,68,000/- (Fixed Component: INR 392,400/-, Employer PF contribution: INR 21,600/-, Company benefit: INR 18,000/-, Annual variable: 36,000/-).

Nature of Employment

This offer is made on the clear understanding that your employment is on a full-time basis and that you will not undertake any other part-time/full-time work, without the consent of the company. However, the Company's approval shall not be required where the position is with an organization whose activities are purely social in nature. You are liable to immediate termination without notice or payment in lieu of notice on non-compliance with this clause.

Place of Work

Your posting shall be in Bengaluru, Karnataka, India

Training

You shall first undergo the "Explorer Program (EP)" for 6 months starting from the date of joining. During the first 3 months, you will be paid a salary of INR 23,000/- per month from the date of joining. There will be appropriate deductions of government taxes, PF from your compensation as applicable. Upon successful completion of your training period, your salary as mentioned in Annexure-A will come into force.

Minimum service period:

You shall render a minimum service period of 2 years and 9 months from the date of joining. In consideration of the enormous effort from the company in training and grooming you and access given to you for specialized technology and process, you voluntarily agree to pay INR 2,00,000/- (Rupees Two lakhs only) in the eventuality of you not fulfilling the minimum service period in addition to the training period by quitting, termination, resignation or otherwise.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, data, and documents and such other information and details relating to the business of the company and

customers which may be known to you or confided in you by any means in the course of your employment with the company. You will be required to sign the Inventions Disclosure, Confidentiality, and Proprietary. This email is also confidential and is not supposed to be shared with any other party without written consent from dhiOmics authorized personnel.

Termination of Employment

Your employment may be terminated by either you or the company by providing ninety (90) days prior written notice. The provision of such notice by you is mandatory; in all instances of termination of employment by you. The company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion.

The company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct, misrepresentation of any facts relating to business to the Company during the course of employment, or negligence as per company policy or guidelines or have committed any breach of this agreement.

List of Documents (dhiOmics specific):

Kindly send scanned copies of the below documents before joining.

- All educational certificates including mark sheets in full
- Relieving letter and service certificates (if employed previously)
- ID proof/ Address Proof: Passport & Driver's license/ Election ID/ UID
- Particulars of blood group and medical allergies
- Proof of last drawn salary (Payslips) if employed earlier
- Recent Passport sized photographs (Four)

Request you to acknowledge this email and confirm your acceptance on or before 03 Oct 2022.

Kindly revert to us in case of any queries or clarification.

Thank you

Warm Regards,
HR Head
Recruitment
dhiOmics Analytics Solutions Private Limited

30th December 2022

Sub: Offer of employment by Pin Click

Dear Nikshep S R,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from **20th February 2023**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at the office **Bangalore** Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

4



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

RE: Vee Technologies Pvt Ltd - Oxford College - Technical Interview

Bhuvaneshwari Matheshwaran <bhuvaneshwari.m@veetechnologies.com>

Tue, Jan 3, 2023 at 4:06

To: "hodplacements@theoxford.edu" <hodplacements@theoxford.edu>

Cc: Kesavan Moorthy <kesavan.m@veetechnologies.com>, Saravanan Ramesh <saravanan.r@veetechnologies.com>, Bhargav Shivaprasad <bhargav.s@veetechnologies.com>, Sakil Rajakaran <Sakthivel.R@veetechnologies.com>, Sreenidhi Suryagopal <Sreenidhi.S@veetechnologies.com>, "girish.r@hiremee.co.in" <girish.r@hiremee.co.in>, "praveenkumar.r@hiremee.co.in" <praveenkumar.r@hiremee.co.in>

Dear Mr Bheemeshwar Reddy,

Please find the below status also below are the selected candidates list for reference.

Note : Reg : LOI - Will be released to the students Email ID by today EOD.

Remarks	Nos
Total Appeared	93
GD Selected	46
Final Selected	12

Selected Candidates List :

S No	Name	Contact	Email ID	Designation	College	Feedback
1	Noel George Thomas	8317380313	noelgjise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
2	Syed Ussaid Ahmed	7019416291	syedussaidahmed@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
3	Namitha.C	9353604670	namithacise@2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
4	Shreya S.Shelly	9108358240	shreyashettyise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
5	Kajol Ambwani	9353633487	kajolise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
6	Lakshmi Narayanan.G	9513181700	lakshminarayananu2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
7	Vikram Kumar.R	7204977600	vikramise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
8	P.Palaksha	8073773448	palakshaeca@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
9	Ruthvik.C	9513159754	ruthvikgwdas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
10	Saptha Sree.M	7904182199	sapthasreemeca2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
11	Nusaiba Fathima	9740520064	nusaibafise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
12	Md Muzammil Pasha.S	861897544	mdmuzammilpashas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected

Regards,
 Bhuvaneshwari -M
 Senior HR Executive - Talent Acquisition
 Vee Technologies Pvt Ltd
 PH - 9384092996 | 0427-2341064 (Ext : 6031)

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5

Vee Technologies AR Caller Trainee Selected

1 message

HireMee <donotreply@hiremee.co.in>
To: mdmuzammilpasha.s@gmail.com

Wed, Feb 1, 2023 at 2:10 PM



Hi, Greetings from HireMee!!

Dear Candidate,

Greetings from Vee Technologies ,

Congratulation! We are glad to inform you that based on your skill set and experience, you have been shortlisted

Regards,

HR Team

Regards,
Team HireMee

HireMee, a unit of Karpaga Assessment App Matrix Services Pvt. Ltd
Seeths Complex, No. 483, HBCS Homes Layout,
18th Main Road, Rajarajeswari Nagar, Bangalore - 560098

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P Please don't print this e-mail unless you really need to. [Save Earth](#)

To

Date: 3rd December, 2022

Mythili S Tambraparni

Subject: Internship Offer Letter

Dear Mythili S Tambraparni,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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

OL No: AM1896

Date : 27 March 2023

Dear Kanshi Didwal,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : **05 April 2023 to 14 April 2023**

On the Job Training Start Date: **15 April 2023**

On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000 Per Month**

Incentives : **INR 10000**

Target: **200000 INR per month.**

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with **Academor**, and will report on **05 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)



30th December 2022

Sub: Offer of employment by Pin Click

Dear Arun S,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from **20th February 2023**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at the office **Bangalore** Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

		Arjun S	
	Name	Arjun S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20th February 2023	
CATEGORY		INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license * 7 days of training period (Rs 3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill) • Android Mobile Mandatory. • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as Annexure B.
ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Arun S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android phone & Two-wheeler is mandatory with valid driving license (3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinctick.com CIN No.U70102KA2015PTC084563

20/02/2023

AYUSHI SINGH
F-206, Aakarshan athena , hosur main road, 560100

TRAINEE OFFER LETTER

Dear AYUSHI SINGH,

We are pleased to inform you that you are hereby offered the position of a Trainee Medical Scribe in the Medical Scribing Department of our Organization. Presented here are the details of our offer to you in the role of "Trainee Medical Scribe."

Medical Scribe Training: Our training program is designed to implement an objective, scalable, and process oriented training methodology to transition you into a Medical Scribe in the shortest possible time.

Responsibilities: It is expected that Medical Scribe trainees will make a personal commitment to get the most out of the training program and to transition into the Medical Scribe OJT phase within the stipulated timeframe.

Whilst undergoing training, trainees are expected to:

1. Behave in a professional manner.
2. Apply oneself to understanding the various aspects covered in the training program such as concise/creative writing skills, English grammar, medical terminology, scribing essentials, communication etiquette, typing skills, etc.
3. Meet the required criteria at every stage of the training which will be measured from time to time (weekly, bimonthly, and monthly evaluations) and become eligible to transition to the next stage of training and finally clear the OJT evaluation.
4. Understand in letter and spirit the core ideology of OG's security policy under the framework of HIPPA, HITECH, and all the policies relating to confidentiality of patient information.
5. Maintain excellent job attendance.

OG HEALTHCARE

Infosense Technologies Private Limited [CIN: I72200KA2001PTC028681]
27A Shoopasandra Main Road - Shoopasandra - Bengaluru 560094
081 00 4202 0000 - info@oghealthcare.com - www.oghealthcare.com

Training Cost:

- Phase I Classroom Training – Free Training for 30 shifts.
- Phase II Training - On successful completion of CRT training, your revised monthly stipend will be Rs 15,000.
- Phase III Training - On successful completion of Phase II, you will qualify to be a Production- Ready Scribe (DR), your status will change to an “employee,” and you stand to earn a monthly remuneration of Rs. 25,000 per month.

Salary on Completion of Training:


On successful completion of the OG Healthcare Medical Scribe training program, i.e., meeting the 8 criteria to be a Doctor Approved (DA) scribe, you qualify to handle Medical Scribing services independently for the assigned physician. At this stage, you stand to earn a monthly remuneration of Rs. 40,000.

Work Week and Timings: Your training will begin at 9 a.m. and end at 6 p.m. on all weekdays during the first level of training and thereafter you will move to the night shift 9 p.m. to 6 a.m.

Leaves: You will not be entitled to leaves during your training period. However, National Festival Holidays will be applicable as per the NFH list published by the company at the beginning of the calendar year.

You will be governed by the rules, regulations, and policies of the company as applicable to you.

Welcome to Infosense Technologies.



Sanjeev E K
Operations Director

OG HEALTHCARE

Infosense Technologies Private Limited (CIN : U72200KA2001PTC028661)
27/A Bhoopasandra Main Road • Bhoopasandra • Bengaluru 560094
+91 80 4282 8800 • info@oghealthcare.com • www.oghealthcare.com



Mu Sigma

Date: March 28, 2023

Ayushi Singh
Candidate ID: C20231648
Institute: The Oxford College of Engineering

Dear Ayushi,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated at a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

LIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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CIN: U74140KA2005PTC036309

18	Inchara K S	BioTech	9620459573	incharakst2023@gmail.com	Offer on Hold
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold

Pls let me know in case of any further clarification.

Regards

2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

Doulath.pk@aquitysolutions.com

Website | www.aquitysolutions.in | www.aquitysolutions.com

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From: Doulathulla P K

Sent: Friday, October 21, 2022 8:31 PM

To: Vikram Choudhary <vikramtchoudhary4@gmail.com>

Cc: pharmacyprincipal@theoxford.edu

Subject: AQuity Campus Drive - Status Update

Hi Vikram:

As discussed, pls find below the status update for the selected candidates as of today.

SI No	Name	Course	Mobile	Email	Status
1	Gokula Kannan S	B Pharm	6374080630	mrgokul3001@gmail.com	Offer Released
2	Priti Das	B Pharm	7019038361	daspriti8971665050@gmail.com	Offer Released
3	Touqeer Ahmad Bhat	B Pharm	9682595406	rivaanhameed44@gmail.com	Offer Released
4	Tasmiya Khanum	B Pharm	8296527724	tasmivakhanum286@gmail.com	Offer Released
5	Sneha Suresh Salunkhe	B Pharm	7676390660	salunkhesneha25@gmail.com	Offer Released
6	Nahid Afrin	B Pharm	6366649786	nahidaftrin1973@gmail.com	Offer Released
7	Chitra V	M pharm	7019098957	chitraveerappa306@gmail.com	Offer Released
8	Tanuja Reddy Chittadi	Pharm D	9959861391	tanujanktt1999@gmail.com	Offer Released


10	Vandana B N	Pharm D	8296057248	vandanagowda99@gmail.com	Offer Released
11	Pavithra S	B Pharm	9663609904	pavilhranaidu07@gmail.com	HR Orientation Not Attended
12	Bhoomika S N	BioTech	8861621757	Bhoomikasnb2023@gmail.com	Offer on Hold till April / May 2023
13	Eeksha Prasad GS	BioTech	8892900444	eekshaprasad27@gmail.com	Offer on Hold till April / May 2023
14	Mythili S Tambrapami	BioTech	7899425963	mythilistambraparnib2023@gmail.com	Offer on Hold till April / May 2023
15	Kiran J Reddy	BioTech	8497001177	kiranreddybt2023@gmail.com	Offer on Hold till April / May 2023
16	Kruthika R	BioTech	8088180759	kruthikarbt2023@gmail.com	Offer on Hold till April / May 2023
17	Poojitha N G	BioTech	9663416752	poojithangbt2023@gmail.com	Offer on Hold till April / May 2023
18	Inchara K S	BioTech	9620459573	incharakbs2023@gmail.com	Offer on Hold till April / May 2023
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold till April / May 2023

Pls note:

- **Offer Released:** Pls ask these people to accept the offer by replying to the offer mail by tomorrow itself along with available date of joining & their WhatsApp numbers.
- **Pavithra:** She has not attended HR orientation as he told me that she has not received the mail. Pls ask her to provide the correct mail ID if the above given ID is wrong. We will include her in the next HR orientation session and will take it forward accordingly.
- **Offer on Hold:** Since, these people are going to be available only by next July, we will release the offer only by April / May 2023 once we have a clear details of their exams. They may have to attend one more interview rounds just before releasing the offer if required. You may pls feel free to present them for other placement drives till they have our official offers in place.

Pls feel free to contact us in case of any further clarification.

Regards

 2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247826 / 7636

Doulath.pk@aquitysolutions.com

5 attachments

 **image001.jpg**
8K

image002.png
1K

image003.png
1K

5



INTERNSHIP LETTER

Chaitra Shree P .

Date: Wednesday, March 8, 2023

Welcome to BYJU'S!

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

We are pleased to offer you the position of Intern - Sales BTC on following terms & conditions:

Offer Details:

Designation:	Intern - Sales BTC
Department:	Sales BTC
Employment Type:	Intern
Date of Joining:	Tuesday, March 14, 2023
Internship End Date:	Wednesday, June 14, 2023
Role Location:	BTC, 1st Floor, No.3, Raghuvanahalli Village KSIT Junction, Kanakapura Rd, Uttarahalli Hobli, Bengaluru, Kamataka - 560062.
Stipend per Month:	16000 INR

As per the government guidelines, tax deduction will be 10% for those who have PAN Card, otherwise, the tax deduction will be 20%. Therefore, please apply for a PAN Card, at the earliest, in case you do not have one..

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You are requested to submit documents listed in Annexure B prior to commencement of your internship.

You will be paid a stipend of 16000 INR per month for the internship period.

You are required to acknowledge your availability for the internship within 48 hours from the receipt of this letter, failing which the internship offer will automatically stand withdrawn.

Your internship will commence on Tuesday, March 14, 2023, failure to report to the Company on such date would indicate your unwillingness to intern with the Company and the internship offer shall automatically withdrawn, unless an extension of the date of commencement of internship has been mutually agreed in writing. Upon completion of your internship for the period set out under the contract, you shall have no right whatsoever to claim any renewal of the internship period as such.

The Company will be entitled to terminate your internship by giving you 2 days of notice in writing. In the event you desire to discontinue the internship, you will be required to give the Company 2 days of notice in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful internship and career opportunity with us.

Please submit the signed copy of this internship letter on the date of commencement of your internship.

Yours sincerely,
Think & Learn Pvt. Ltd.
Human Resources

Accept Offer by signing below
Signature

This is system generated offer letter and does not require authorised signature.

Annexure A

Reporting: You will be assigned a supervisor on the first day of the internship and you must act in accordance with the instructions of your supervisor. Being an intern of the Sales BTC function, you will carry out such tasks as may be entrusted to you from time to time by your supervisor. During the internship period, you shall be required to work directly with your team coordinators and / or other staff members of the Company. You shall be required to work approximately [48] hours a week for a period of 90 days.

Exclusivity: You shall not undertake any other assignment during the currency of your internship with the Company. Any contravention thereof will lead to the forthwith termination of your internship.

Policies: You will abide by the Company's policies, regulations, code of conduct, and procedures on safety, security and anti-sexual harassment, presently in force or as introduced/amended from time to time. You will be required to follow the rules of discipline and time etiquette prescribed by the Company and conduct yourself in accordance with the decorum of the workplace and maintain the highest standard of ethics. The Company reserves the right to forthwith terminate your internship at any given point of time during its currency in the event you are found involved in tardiness, unethical practices, fraudulent activities, misrepresentation etc.

Confidentiality: You are duty bound to protect and not disclose to anyone, all information including information classified as confidential, coaching materials, developed material and documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

You acknowledge that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Company property: If for the performance of any tasks allocated to you, you are handed over any Company property including but not limited to any educational materials, records etc. then you shall be responsible for the safekeeping and return in good condition (immediately upon the task being completed or at the time of termination or any time during the internship) and order of all such properties of the Company, which may be in your case, custody, care or charge. For the loss of any properties of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account such material or property to its satisfaction.

Absence: You are required to report any sickness absence as soon as is practicably possible to your supervisor and provide medical supporting of sickness where sickness lasts 3 (three) days or more. During the internship, you will get 1 casual leave per month and public holidays (if applicable during the internship tenure). If you are absent from duty other than the applicable leaves and holidays, such days of absence may be treated as loss of pay days or the internship may be discontinued as per the management decision. The internship stipend will be paid on a pro-rata basis depending on the no. of days you were present and worked as an intern.

Conduct: You shall abide by all reasonable and lawful directions given to you by or under the authority of the Company during your internship. You will conduct yourself in good standing at all times and abide by the law of the land whether in relation to your internship or otherwise. In the event any complaint or proceeding is initiated against you during the internship period, whether civil or criminal in nature, you will immediately inform the Company of the same. Our basic premise in conduct of business: interns should do nothing that might be unethical, discredit or embarrass the Company, its clients, or themselves as interns of the Company. All Think & Learn Pvt. Ltd., interns are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception, if the intern violates the code of conduct, the management may decide to terminate the internship.

Termination: Your internship shall automatically come to an end at the expiry of the internship period set out herein. Your internship may be terminated, prior to expiry of the internship period, in the event of disqualification including but not limited to embezzlement, fraud, gross

negligence, criminal offenses -alleged or guilty, or a material violation of terms of this Letter or any applicable Company policies or you are found to be absconding from the internship program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

Certificate: Internship certificate will be provided only upon successful completion of the internship tenure. If the resignation is initiated by you or you have been relieved early due to violation of terms of this letter, you will not receive the certificate.

Representation: This internship has been made based on the information furnished by you in your application. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then the internship will be terminated without notice.

Relationship between parties: This internship is not and shall not be, at any point, treated or construed as a contract of employment between you and the Company or commitment for employment in the future. The Intern shall not have the authority to bind or represent the Company in any manner whatsoever.

Post completion of internship: Completion of the internship does not guarantee an offer of employment with the Company. However, basis a qualitative and quantitative analysis of the performance during the internship and upon successful completion of the internship and completion of course, the Company may, at its sole discretion, consider providing an offer of employment as an associate to the in a role, which may be in sales function, as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. The compensation package for such permanent position, if any, offered by the Company will be as per the prevalent market practices, industry conditions and business requirements of the Company (INR 4 LPA -5.5 LPA fixed compensation & up to 3 LPA variable pay annually). The work location may be as determined by the Company from time to time. Provided that, nothing in this clause shall be construed as any commitment or guarantee provided by the Company for any employment or any other engagement with the Company.

Annexure B

- a. Graduation/Post Graduation Mark sheet--All completed semester mark sheets
- b. No Objection Certificate & College ID-Card
- c. Resume
- d. Aadhaar Card(On Aadhaar, DOB should be in DD/MM/YYYY Format)
- e. Voter ID/Passport/Driving License
- f. Cancelled Cheque/Bank Statement/Bank Passbook
- g. Passport Size Photograph
- h. Penultimate year mark sheet
- i. Reference letter from university

Signature

18	Inchara K S	BioTech	9620459573	incharakst2023@gmail.com	Offer on Hold
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishnavt2023@gmail.com	Offer on Hold

Pls let me know in case of any further clarification.

Regards

2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

Doulath.pk@aquitysolutions.com

Website | www.aquitysolutions.in | www.aquitysolutions.com

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From: Doulathulla P K
Sent: Friday, October 21, 2022 8:31 PM
To: Vikram Choudhary <vikramtchoudhary4@gmail.com>
Cc: pharmacyprincipal@theoxford.edu
Subject: AQuity Campus Drive - Status Update

Hi Vikram:

As discussed, pls find below the status update for the selected candidates as of today.

SI No	Name	Course	Mobile	Email	Status
1	Gokula Kannan S	B Pharm	6374080630	mrgokul3001@gmail.com	Offer Released
2	Priti Das	B Pharm	7019038361	daspriti8971665050@gmail.com	Offer Released
3	Touqeer Ahmad Bhat	B Pharm	9682595406	riyaanhameed44@gmail.com	Offer Released
4	Tasmiya Khanum	B Pharm	8296527724	tasmivakhanum286@gmail.com	Offer Released
5	Sneha Suresh Salunkhe	B Pharm	7676390660	salunkhesneha25@gmail.com	Offer Released
6	Nahid Afrin	B Pharm	6366649786	nahidafrin1973@gmail.com	Offer Released
7	Chitra V	M pharm	7019098957	chitraveerappa306@gmail.com	Offer Released
8	Tanuja Reddy Chittadi	Pharm D	9959861391	tanujanktt1999@gmail.com	Offer Released


10	Vandana B N	Pharm D	8296057248	vandanagowda99@gmail.com	Offer Released
11	Pavithra S	B Pharm	9663609904	pavithranaidu07@gmail.com	HR Orientation Not Attended
12	Bhoomika S N	BioTech	8861621757	Bhoomikasnbt2023@gmail.com	Offer on Hold till April / May 2023
13	Eeksha Prasad GS	BioTech	8892900444	eeekshaprasad27@gmail.com	Offer on Hold till April / May 2023
14	Mythili S Tambraparni	BioTech	7899425963	mythilistambraparnib2023@gmail.com	Offer on Hold till April / May 2023
15	Kiran J Reddy	BioTech	8497001177	kiranreddybt2023@gmail.com	Offer on Hold till April / May 2023
16	Kruthika R	BioTech	8088180759	kruthikarbt2023@gmail.com	Offer on Hold till April / May 2023
17	Poojitha N G	BioTech	9663416752	poojithangbt2023@gmail.com	Offer on Hold till April / May 2023
18	Inchara K S	BioTech	9620459573	incharakst2023@gmail.com	Offer on Hold till April / May 2023
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold till April / May 2023

Pls note:

- **Offer Released:** Pls ask these people to accept the offer by replying to the offer mail by tomorrow itself along with available date of joining & their WhatsApp numbers.
- **Pavithra:** She has not attended HR orientation as he told me that she has not received the mail. Pls ask her to provide the correct mail ID if the above given ID is wrong. We will include her in the next HR orientation session and will take it forward accordingly.
- **Offer on Hold:** Since, these people are going to be available only by next July, we will release the offer only by April / May 2023 once we have a clear details of their exams. They may have to attend one more interview rounds just before releasing the offer if required. You may pls feel free to present them for other placement drives till they have our official offers in place.

Pls feel free to contact us in case of any further clarification.

Regards

 2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

Doulath.pk@aquitysolutions.com

5 attachments

 [image001.jpg](#)
8K

[image002.png](#)
1K

[image003.png](#)
1K

74



OFFER LETTER

OL-2022: 0207

Dear Eeksha Prasad,

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of **Associate Analyst** with a consolidated pay of **Rs. 476,700/- p.a. (Rupees Four Lakhs Seventy Six Thousand Seven Hundred only per annum)**. This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Probation

You will be on probation for a period of 12 months from the date of joining. You would receive a **Confirmation letter** at the end of the probation period.

Insurance Coverage

For each Zifo employee, the insurance coverage extends to yourself, your spouse and two of your children.

Leaves

You would be entitled to 12 Government-mandated public holidays per year. The office will be closed for 10 business days (which includes 5 Government mandated holidays) in a year and an additional 2 days can be chosen as optional holidays from the marked list of holidays in the calendar year.

In addition to this, you can avail leave for **16 days** in your first year as part of the earned leave component.

Maternity and Paternity Policy

At Zifo, we are committed to ensuring a family-friendly environment and a culture that builds a great work-life balance. Women employees will be entitled to maternity leave with full pay for a period of 26 weeks, in line with latest Maternity Benefit (Amendment Act) 2017. Male employees will be entitled to paternity leave with full pay for a period of 14 continuous working days.

Working Hours

Your working hours will be from **8:45 am to 5:45 pm** from Monday to Friday.





Non-Disclosure Agreement and Service Agreement

You would be required to sign a **Non-Disclosure Agreement** and **Service Agreement** (for a period of 2 years at the time of joining).

Background Verification

Zifo conducts background verification (BGV) for all its employees. We may leverage an external agency for this process and you would be required to share relevant identity proof and academic documents with them. In case of any submission of false or misleading information, Zifo will take action as deemed appropriate.

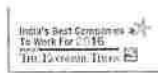
Joining Date

Your date of joining will be communicated through our Onboarding Platform – Launchpad.

We warmly welcome you to the Zifo family!

Regards,

Kamalahasan N
Head – HR



8



INTERNSHIP CONTRACT
PRIVATE & CONFIDENTIAL

SCHEDULE I

Summary of Terms and Conditions

Name: Eeksha Prasad G S

Address: #24, MLV Nilaya, Terracon Enclave Layout, Neratur, Bangalore- 562107 India

Date of Agreement: 1 February 2023

We are pleased to offer you (the "Intern") an internship (the "Internship") with Labcorp Drug Development India Private Limited, a company incorporated under the Companies Act, 1956 (as amended from time to time) and having its registered office at Bldg No1, 601, Raheja Mindspace Plot Gen/2/1/D, Gen 2/1/E Gen/2/1/F MIDC Trans. Thane Indus area Shiravane, Thane Navi Mumbai, Thane, Maharashtra, 400706 India, (the "Company"), upon the following terms and conditions (this "Agreement").

Nothing in this Summary of Terms and Conditions is intended to replace the language of the full Detailed Terms and Conditions provided below in the body of this Agreement. The Summary of Terms and Conditions is only intended to provide you with a general overview of the full Detailed Terms and Conditions. It should not be read alone. It should be read in conjunction with the actual provisions of the Agreement which contain additional and important terms and conditions of the Internship.

Reporting Manager: Sukanya Khargharia

Start Date: February 28, 2023

End Date: August 25, 2023

Internship Duration: 6 months

Base Location: Office

Hours of Work per Week: 40 hours

Monthly Stipend: ₹20,000.00

Days of Annual Leave (Excluding Bank/Statutory Holidays): 10.5 days

Sodexo Card: ₹1,100.00

Limited Medical Insurance: As Per Company Policy

1. Pre-Internship Conditions

This Agreement and the commencement date set forth in Schedule I is conditional upon satisfactory completion of background checks as permitted under applicable laws.

Failure to satisfactorily complete the background checks may result in the deferral of the commencement date to a later date to be determined by the Company, withdrawal of the Agreement, or termination of Agreement, in accordance with the terms of this Agreement and applicable laws.

2. Position and Place of Work

You are to hold the position of Intern for the duration of the Agreement. You be required to be based at the Company's premises located at 29, Union Street, MSR Vaishnavi, Off Infantry Road, Bangalore – 560001, landmark – near Cubbon Park Metro Station.

3. Performance and Covenants

During your internship you confirm and agree that you will:

- perform the internship faithfully, diligently and to the best of your abilities and subject always to the directions and superintendence of the Company;
- act at all times in the Company's best interests; and
- ensure compliance with the Company's policies and procedures.

You hereby expressly agree that you shall be required to work in shift timings which will be assigned to you by the Company from time to time and which may also include night shifts. You are required to work for 5 (five) days in a week and your weekly off may not necessarily be on Saturday and Sunday and will be intimated as such by the Company based on work requirements. It is hereby clarified that the Company will provide you with transportation if you are working in the shift timings, as per its policy, without any cost to you.

It is expressly made clear and confirmed by you that you are above 18 (eighteen) years of age and are not disqualified under any law or contract to be appointed as an intern with the Company.

You will not engage yourself, directly or indirectly with or without remuneration in any employment, trade, business calling or consultancy, nor shall you provide your services, during the internship and at all times thereafter, to any other person(s), company, partnership, venture, firm, corporation, business entity or other organization whatsoever, which in the Company's sole opinion is similar to or would compete with the assignment to be completed by you under this internship.

4. Confidentiality and Intellectual Property Rights

You hereby expressly agree to take whatever measures are reasonably necessary to preserve and protect the Company's confidential information. You will not, directly or indirectly, use for your own benefit or purposes, or disclose to or copy, or use for the benefit or purposes of, anyone other than the Company or any related bodies corporate any confidential information, or intellectual property of the Company. Your obligations with respect to the Company's confidential information continue beyond the end of your internship.

Without the express written permission by the Company, you shall not be allowed to take photographs, or make film or audio recordings on the Company's premises. In the event you are required to submit any information, report or presentation relating to the Internship performed hereunder ("Materials") to your educational institution or university ("University") in which you are pursuing a vocation or degree, you will not use or disclose any confidential information of the Company or its client in such Materials and shall obtain the prior written approval of your line manager prior to submission of the Materials to your University.

It is agreed that all the right, title and interest in any work created by you in the course of discharging your internship responsibilities shall vest with the Company and you waive the right to claims any such right, title and interest in any work created by you in the course of your internship. You will further give a declaration of assignment to the Company, as may be required from time to time, for any work done by you on behalf of the Company.

5. Nature of Position

You acknowledge that you are not an employee of the Company and no employment relationship will be created between us and you whilst performing the internship or arising from the internship. Nothing in this Agreement creates or intends to create an employment relationship and this letter cannot be used as evidence to allege that such a relationship exists.

6. Compensation

The Company will provide you with a stipend per month along with other entitlements, during the term, as specifically stated in Schedule 1, in consideration for all the contributions and participation offered by you as an intern to the Company. This amount will be subject to any tax deductions provided by law. The Company makes no representation of any increase in stipend or other benefits, either with regard to the quantum or duration of such increase. You will be liable to bear and pay all taxes levied on the stipend as per the applicable laws as amended from time to time.

7. Term

Your internship will commence on the Start Date as set forth in Schedule 1 and cease on the End Date as set forth in Schedule 1. Where appropriate and practicable (except in the case of breach of this Agreement or Company's policies by you or misconduct on your behalf or conviction for crime or fraud or other similar instances including insubordination), the Company will endeavour to give you at least 1 weeks' notice or compensation in lieu thereof if the Company no longer requires you as an intern. You are expected to do the same. You further agree that if your internship is terminated by the Company, the Company will not be required to offer you re-internship or employment in any circumstance.

Nothing in this Agreement requires the Company to maintain your internship for any minimum period nor to continue your internship on an ongoing basis.

Nothing herein contained shall constitute or be deemed to constitute you as an employee in the employment of the Company or deemed to provide you with an offer of employment upon the expiry of the term. Accordingly, you are not be entitled to any remuneration, benefits, amenities or facilities which are extended by the Company to its employees.

8. Leave

You shall, in addition to the public and bank holidays designated by the Company, be entitled to the number of Annual Leave as set forth in Schedule 1. The Annual Leave entitlement will be calculated on a pro-rata basis dependent on the Employee's start date in compliance with applicable law. All Annual Leave entitlement should be taken within the calendar year.

9. Indemnity

You agree to release and indemnify and keep indemnified the Company and our present and former officers, directors, employees, representatives, volunteers, agents and /or contractors in respect of any liability, loss, damage, accident, injury, sickness, death, claim, demand, charge, action, cost (including legal costs on an indemnity basis) or other expense that we incur directly or indirectly for any reason, arising out of or in connection with your internship, your conduct, your travel arrangements and/or your work with us in India or overseas, our projects both in India and/or overseas, the deeming (by any authority, Court, tribunal or otherwise) of you to be our employee or any other matter arising from this Agreement.

10. Workplace Surveillance

All use of the Company's electronic communications systems (including email and the Internet) is subject to continuous, ongoing surveillance by the Company from the commencement of your internship. The Company may monitor, access and record your emails and any Internet sites you visit. Surveillance will take place using the Company's computer equipment and technology systems or by any other method the Company considers appropriate.

11. Entire Agreement

This Agreement between you and the Company relating to your internship with the Company replaces, supersedes and cancels all other oral and written understanding and agreements between you and the Company that may have existed prior to the date of this contract.

12. Variation

This Agreement may only be amended in writing, signed by both parties.

13. Governing Law

This Agreement is governed by the laws of India and the law of the State or Territory in which you are normally based when performing the internship.

14. Severability

If any provision of this Agreement is unenforceable, illegal or void that provision is severed and the other provisions of this Agreement remain in force.

15. Personal Data

By signing this Agreement, you give your consent to the Company to and organizations engaged by the Company who process personal data on behalf of the Company to, receive, store, or process your personal information and transfer such information received by the Company from you to its associated companies, pursuant to your engagement under the terms of this Agreement, strictly in accordance with the applicable laws.

16. Assignment

This Agreement is personal to you and is not capable of any assignment.

Please acknowledge your agreement and acceptance of the above terms and conditions by signing the duplicate copy of this Agreement

IN WITNESS WHEREOF, the Parties hereto have duly executed and delivered this Agreement on the day and year first above written.



David Cooper

VP, Recruiting

For and on behalf of Labcorp

ACCEPTANCE

Date of acceptance of this offer:

EEKSHA PRASAD G S



Letter of Intent (LOI)

Superset ID: 3618629

Date: November 25, 2022

Dear Harika R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

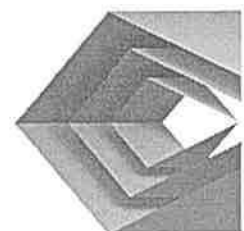
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Letter of Intent (LOI)

Superset ID: 3617749

Date: November 25, 2022

Dear Ila Khanduri,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





18	Inchara K S	BioTech	9620459573	incharakst2023@gmail.com	Offer on Hold
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold

Pls let me know in case of any further clarification.

Regards

2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

Doulath.pk@aquitysolutions.com

Website|www.aquitysolutions.in | www.aquitysolutions.com

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From: Doulathulla P K

Sent: Friday, October 21, 2022 8:31 PM

To: Vikram Choudhary <vikramchoudhary4@gmail.com>

Cc: pharmacyprincipal@theoxford.edu

Subject: AQuity Campus Drive - Status Update

Hi Vikram:

As discussed, pls find below the status update for the selected candidates as of today.

SI No	Name	Course	Mobile	Email	Status
1	Gokula Kannan S	B Pharm	6374080630	mrgokul3001@gmail.com	Offer Released
2	Priti Das	B Pharm	7019038361	daspriiti8971665050@gmail.com	Offer Released
3	Touqeer Ahmad Bhat	B Pharm	9682595406	rivaanhameed44@gmail.com	Offer Released
4	Tasmiya Khanum	B Pharm	8296527724	tasmivakhanum286@gmail.com	Offer Released
5	Sneha Suresh Salunkhe	B Pharm	7676390660	salunkhesneha25@gmail.com	Offer Released
6	Nahid Afrin	B Pharm	6366649786	nahidafrin1973@gmail.com	Offer Released
7	Chitra V	M pharm	7019098957	chitraveerappa306@gmail.com	Offer Released
8	Tanuja Reddy Chittadi	Pharm D	9959861391	tanujanktt1999@gmail.com	Offer Released


10	Vandana B N	Pharm D	8296057248	vandanagowda99@gmail.com	Offer Released
11	Pavithra S	B Pharm	9663609904	pavithranaidu07@gmail.com	HR Orientation Not Attended
12	Bhoomika S N	BioTech	8861621757	Bhoomikasnt2023@gmail.com	Offer on Hold till April / May 2023
13	Eeksha Prasad GS	BioTech	8892900444	eekshaprasad27@gmail.com	Offer on Hold till April / May 2023
14	Mythili S Tambraparni	BioTech	7899425963	mythilistambraparnib2023@gmail.com	Offer on Hold till April / May 2023
15	Kiran J Reddy	BioTech	8497001177	kiranreddybt2023@gmail.com	Offer on Hold till April / May 2023
16	Kruthika R	BioTech	8088180759	kruthikarbt2023@gmail.com	Offer on Hold till April / May 2023
17	Poojitha N G	BioTech	9663416752	poojithangbt2023@gmail.com	Offer on Hold till April / May 2023
18	Inchara K S	BioTech	9620459573	incharaksbt2023@gmail.com	Offer on Hold till April / May 2023
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold till April / May 2023

Pls note:

- **Offer Released:** Pls ask these people to accept the offer by replying to the offer mail by tomorrow itself along with available date of joining & their WhatsApp numbers.
- **Pavithra:** She has not attended HR orientation as he told me that she has not received the mail. Pls ask her to provide the correct mail ID if the above given ID is wrong. We will include her in the next HR orientation session and will take it forward accordingly.
- **Offer on Hold:** Since, these people are going to be available only by next July, we will release the offer only by April / May 2023 once we have a clear details of their exams. They may have to attend one more interview rounds just before releasing the offer if required. You may pls feel free to present them for other placement drives till they have our official offers in place.

Pls feel free to contact us in case of any further clarification.

Regards

 2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

Doulath.pk@aquitysolutions.com

5 attachments

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12



March 06, 2023

Ms. Inchara K S
incharaksbt2023@gmail.com
Candidate Id: CN20230521

Dear Inchara K S,

Further to our interactions with you, we are pleased to offer you a position at **FACE Prep** (a unit of Focus 4D Career Education Private Limited known as FACE) as **Associate Trainer** in our **Skill Development Division**.

1. You will be governed by Terms & Conditions of employment and company policies of FACE Prep.
2. You will report to **Mr. Prasad C (Training Manager)** or anyone whom he may depute.
3. Your date of joining will be **March 20, 2023**. Your base location will be **Bangalore**.
4. You will join us for an **Initial Learning Training Program (ILTP)** from your date of joining until your academic commitments are completed successfully. During this period you will be paid a stipend of **Rs.8,000/ (fixed) plus Rs.2,000 (performance linked pay)**- In addition, you will be provided with work from home allowance of **Rs. 1,500/-** and rent allowance of **Rs. 4,000/-** (Incase if you are not a permanent resident of **Bangalore**).
5. On successful completion of your academic commitments, your three month probation will begin. The probation period may be shortened based on your performance in the ILTP phase.
6. On successful completion of your probation, your CTC will be revised to **Rs. 3,13,219/-** In addition all expenses incurred for official purposes such as travel, food, accommodation etc will be reimbursed as per the company policy. The break-up of the same is provided in Annexure I.
7. Your notice period during ILTP & probation period is 15 days. Upon successful completion of probation, a notice period of 90 days will be effective by either party. Should the management feel that your performance during your employment is not satisfactory; the same may be terminated with immediate effect.
8. You work timings will be a pre-agreed time slot of 8.5 hours in duration per day. In case if you are required to work on a holiday due to business requirements, you will be entitled for a compensatory off.
9. You will not be eligible for any earned leaves during your probation period and upon successful completion of your probation you will be eligible for 2.5 days earned leave (EL) per month as per the EL policy. You will also be eligible for 14 holidays as per the policy which will be prorated as per your date of joining.
10. You will have to use your own laptop and the internet connection.
11. This letter is a communication of an employment offer and is not a letter of appointment. Your letter of appointment will be issued after your joining. You are required to submit signed copy of this letter on date of joining. Non-submission of the same will be treated as non-acceptance of this offer.

Annexure I: Annual Compensation Break up			
Name	Ms. Inchara K S	Position & Department	Associate Trainer
#	Compensation Head		Annual (in INR)
1	Basic Pay		1,00,805
2	House Rent Allowance		40,322
3	Medical Allowance		15,000
4	Conveyance Allowance		19,200
5	Provident Fund (Employer Contribution)		21,600
6	Special Allowance		55,085
	Total Fixed Pay		2,52,012
7	Gratuity		4,846
	Total Retirement Benefits		4,846
8	Medical Insurance Premium		1,783
9	Accidental Insurance Premium		590
	Total Other Benefits		2,373
10	Performance Linked Pay		35,988
11	Other Allowances		18,000
	Total Variable Pay		53,988
	Total Cost to Company		3,13,219

Note:

1. *Performance Linked Pay (PLP) (Monthly / Quarterly)

- Performance Linked Pay will be paid out Monthly / Quarterly.

- Any Associate who has worked till the last working day of the period in consideration will receive this payout irrespective of the resignation date or last working date.

- For Sales Associates who have a target-based PLP (Monthly / Quarterly), the same will be paid out based on target achievement as on the Last Working Date of the Associate (The Payout will happen irrespective of the resignation date or last working date).

2. Indicative Value and Actual Payout Value

-The PLP or ARB mentioned in your Compensation Structure is an Indicative Value and refers to the maximum eligible PLP or ARB that you are entitled for.

-The Actual Payout Value depends on various factors including your individual performance, your team/unit performance and the overall company performance.

1. Insurance Details

- All associates will be covered under the company group accidental insurance policies for Life Cover (Rs.10,00,000)
- Full time associates will be eligible Medical Cover (Rs.2,00,000 per annum).
- The premium details are mentioned above

2. Employees will be eligible for gratuity as per the Gratuity Act 1972 which mandates that an employee has to serve minimum of 5 years to be eligible for the same.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

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



13

Letter of Intent (LOI)

Superset ID: 3616387

Date: November 25, 2022

Dear Janani S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

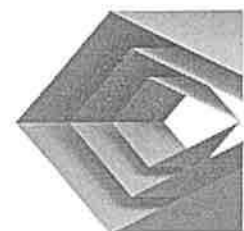
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



INTERNSHIP LETTER

Kavya K .

Date: Tuesday, March 7, 2023

Welcome to BYJU'S!

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

We are pleased to offer you the position of **Intern - Sales BTC** on following terms & conditions:

Offer Details:

Designation:	Intern - Sales BTC
Department:	Sales BTC
Employment Type:	Intern
Date of Joining:	Friday, March 10, 2023
Internship End Date:	Saturday, June 10, 2023
Role Location:	BTC, Premises No. 276 , 15th Cross, 5th Phase, J.P. Nagar, Bangalore, 560078
Stipend per Month:	16000 INR

As per the government guidelines, tax deduction will be 10% for those who have PAN Card, otherwise, the tax deduction will be 20%. Therefore, please apply for a PAN Card, at the earliest, in case you do not have one..

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You are requested to submit documents listed in Annexure B prior to commencement of your internship.

You will be paid a stipend of 16000 INR per month for the internship period.

You are required to acknowledge your availability for the internship within 48 hours from the receipt of this letter, failing which the internship offer will automatically stand withdrawn.

Your internship will commence on Friday, March 10, 2023 , failure to report to the Company on such date would indicate your unwillingness to intern with the Company and the internship offer shall automatically withdrawn, unless an extension of the date of commencement of internship has been mutually agreed in writing. Upon completion of your internship for the period set out under the contract, you shall have no right whatsoever to claim any renewal of the internship period as such.

The Company will be entitled to terminate your internship by giving you 2 days of notice in writing. In the event you desire to discontinue the internship, you will be required to give the Company 2 days of notice in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful internship and career opportunity with us.

Please submit the signed copy of this internship letter on the date of commencement of your internship.

Yours sincerely,
Think & Learn Pvt. Ltd.
Human Resources

Accept Offer by signing below
Signature

This is system generated offer letter and does not require authorised signature.

Annexure A

Reporting: You will be assigned a supervisor on the first day of the internship and you must act in accordance with the instructions of your supervisor. Being an intern of the Sales BTC function, you will carry out such tasks as may be entrusted to you from time to time by your supervisor. During the internship period, you shall be required to work directly with your team coordinators and / or other staff members of the Company. You shall be required to work approximately [48] hours a week for a period of 90 days.

Exclusivity: You shall not undertake any other assignment during the currency of your internship with the Company. Any contravention thereof will lead to the forthwith termination of your internship.

Policies: You will abide by the Company's policies, regulations, code of conduct, and procedures on safety, security and anti-sexual harassment, presently in force or as introduced/amended from time to time. You will be required to follow the rules of discipline and time etiquette prescribed by the Company and conduct yourself in accordance with the decorum of the workplace and maintain the highest standard of ethics. The Company reserves the right to forthwith terminate your internship at any given point of time during its currency in the event you are found involved in tardiness, unethical practices, fraudulent activities, misrepresentation etc.

Confidentiality: You are duty bound to protect and not disclose to anyone, all information including information classified as confidential, coaching materials, developed material and documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

You acknowledge that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Company property: If for the performance of any tasks allocated to you, you are handed over any Company property including but not limited to any educational materials, records etc. then you shall be responsible for the safekeeping and return in good condition (immediately upon the task being completed or at the time of termination or any time during the internship) and order of all such properties of the Company, which may be in your case, custody, care or charge. For the loss of any properties of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account such material or property to its satisfaction.

Absence: You are required to report any sickness absence as soon as is practicably possible to your supervisor and provide medical supporting of sickness where sickness lasts 3 (three) days or more. During the internship, you will get 1 casual leave per month and public holidays (if applicable during the internship tenure). If you are absent from duty other than the applicable leaves and holidays, such days of absence may be treated as loss of pay days or the internship may be discontinued as per the management decision. The internship stipend will be paid on a pro-rata basis depending on the no. of days you were present and worked as an intern.

Conduct: You shall abide by all reasonable and lawful directions given to you by or under the authority of the Company during your internship. You will conduct yourself in good standing at all times and abide by the law of the land whether in relation to your internship or otherwise. In the event any complaint or proceeding is initiated against you during the internship period, whether civil or criminal in nature, you will immediately inform the Company of the same. Our basic premise in conduct of business: interns should do nothing that might be unethical, discredit or embarrass the Company, its clients, or themselves as interns of the Company. All Think & Learn Pvt. Ltd., interns are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception. If the intern violates the code of conduct, the management may decide to terminate the internship.

Termination: Your internship shall automatically come to an end at the expiry of the internship period set out herein. Your internship may be terminated, prior to expiry of the internship period, in the event of disqualification including but not limited to embezzlement, fraud, gross

negligence, criminal offenses -alleged or guilty, or a material violation of terms of this Letter or any applicable Company policies or you are found to be absconding from the Internship program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

Certificate: Internship certificate will be provided only upon successful completion of the internship tenure. If the resignation is initiated by you or you have been relieved early due to violation of terms of this letter, you will not receive the certificate.

Representation: This internship has been made based on the information furnished by you in your application. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then the internship will be terminated without notice.

Relationship between parties: This internship is not and shall not be, at any point, treated or construed as a contract of employment between you and the Company or commitment for employment in the future. The Intern shall not have the authority to bind or represent the Company in any manner whatsoever.

Post completion of internship: Completion of the internship does not guarantee an offer of employment with the Company. However, basis a qualitative and quantitative analysis of the performance during the internship and upon successful completion of the internship and completion of course, the Company may, at its sole discretion, consider providing an offer of employment as an associate to the in a role, which may be in Sales BTC, as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. The compensation package for such permanent position, if any, offered by the Company will be as per the prevalent market practices, industry conditions and business requirements of the Company (INR 4 LPA -5.5 LPA fixed compensation & up to 3 LPA variable pay annually). The work location may be as determined by the Company from time to time. Provided that, nothing in this clause shall be construed as any commitment or guarantee provided by the Company for any employment or any other engagement with the Company.

Annexure B

- a. Graduation/Post Graduation Mark sheet-All completed semester mark sheets
- b. No Objection Certificate & College ID-Card
- c. Resume
- d. Aadhaar Card(On Aadhaar, DOB should be in DD/MM/YYYY Format)
- e. Voter ID/Passport/Driving License
- f. Cancelled Cheque/Bank Statement/Bank Passbook
- g. Passport Size Photograph
- h. Penultimate year mark sheet
- i. Reference letter from university

Signature



20/02/2023

KAVYA K
#778,7th main,9th block,2nd stage, Nagarabhavi-56007

TRAINEE OFFER LETTER

Dear KAVYA K,

We are pleased to inform you that you are hereby offered the position of a Trainee Medical Scribe in the Medical Scribing Department of our Organization. Presented here are the details of our offer to you in the role of "Trainee Medical Scribe."

Medical Scribe Training: Our training program is designed to implement an objective, scalable, and process-oriented training methodology to transition you into a Medical Scribe in the shortest possible time.

Responsibilities: It is expected that Medical Scribe trainees will make a personal commitment to get the most out of the training program and to transition into the Medical Scribe OJT phase within the stipulated timeframe.

Whilst undergoing training, trainees are expected to:

1. Behave in a professional manner.
2. Apply oneself to understanding the various aspects covered in the training program such as concise/creative writing skills, English grammar, medical terminology, scribing essentials, communication etiquette, typing skills, etc.
3. Meet the required criteria at every stage of the training which will be measured from time to time (weekly, bimonthly, and monthly evaluations) and become eligible to transition to the next stage of training and finally clear the OJT evaluation.
4. Understand in letter and spirit the core ideology of OG's security policy under the framework of HIPPA, HITECH, and all the policies relating to confidentiality of patient information.
5. Maintain excellent job attendance.

OG HEALTHCARE

Infosense Technologies Private Limited [CIN - U72200KA2004PL10028967]
27A Shoopasandra Main Road - Shoopasandra - Bengaluru 560094
+91 90 4282 8800 - info@oghealthcare.com - www.oghealthcare.com

Training Cost:

- Phase I Classroom Training – Free Training for 30 shifts.
- Phase II Training - On successful completion of CRT training, your revised monthly stipend will be Rs 15,000.
- Phase III Training - On successful completion of Phase II, you will qualify to be a Production- Ready Scribe (DR), your status will change to an “employee,” and you stand to earn a monthly remuneration of Rs. 25,000 per month.

Salary on Completion of Training:

On successful completion of the OG Healthcare Medical Scribe training program, i.e., meeting the 8 criteria to be a Doctor Approved (DA) scribe, you qualify to handle Medical Scribing services independently for the assigned physician. At this stage, you stand to earn a monthly remuneration of Rs. 40,000.

Work Week and Timings: Your training will begin at 9 a.m. and end at 6 p.m. on all weekdays during the first level of training and thereafter you will move to the night shift 9 p.m. to 6 a.m.

Leaves: You will not be entitled to leaves during your training period. However, National Festival Holidays will be applicable as per the NFH list published by the company at the beginning of the calendar year.

You will be governed by the rules, regulations, and policies of the company as applicable to you.

Welcome to Infosense Technologies.



Sanjeev E K
Operations Director

OG HEALTHCARE

Infosense Technologies Private Limited (CIN: U72200KA2001PTC028661)
27/A Bhoopasandra Main Road · Bhoopasandra · Bengaluru 560094
+91 90 4282 8800 · info@oghealthcare.com · www.oghealthcare.com

18	Inchara K S	BioTech	9620459573	incharakst2023@gmail.com	Offer on Hold
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold

Pls let me know in case of any further clarification.

Regards

2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

Doulath.pk@aquitysolutions.com

Website | www.aquitysolutions.in | www.aquitysolutions.com

From: Doulathulla P K

Sent: Friday, October 21, 2022 8:31 PM

To: Vikram Choudhary <vikramchoudhary4@gmail.com>

Cc: pharmacyprincipal@theoxford.edu

Subject: AQuity Campus Drive - Status Update

Hi Vikram:

As discussed, pls find below the status update for the selected candidates as of today.

Sl No	Name	Course	Mobile	Email	Status
1	Gokula Kannan S	B Pharm	6374080630	mrgokul3001@gmail.com	Offer Released
2	Priti Das	B Pharm	7019038361	daspriti8971665050@gmail.com	Offer Released
3	Touqeer Ahmad Bhat	B Pharm	9682595406	rivaanhameed44@gmail.com	Offer Released
4	Tasmiya Khanum	B Pharm	8296527724	tasmivakhanum286@gmail.com	Offer Released
5	Sneha Suresh Salunkhe	B Pharm	7676390660	salunkhesneha25@gmail.com	Offer Released
6	Nahid Afrin	B Pharm	6366649786	nahidaftrin1973@gmail.com	Offer Released
7	Chitra V	M pharm	7019098957	chitraveerappa306@gmail.com	Offer Released
8	Tanuja Reddy Chittadi	Pharm D	9959861391	tanujanktt1999@gmail.com	Offer Released

10	Vandana B N	Pharm D	8296057248	vandanagowda99@gmail.com	Offer Released
11	Pavithra S	B Pharm	9663609904	pavithranaidu07@gmail.com	HR Orientation Not Attended
12	Bhoomika S N	BioTech	8861621757	Bhoomikasnb2023@gmail.com	Offer on Hold till April / May 2023
13	Eeksha Prasad GS	BioTech	8892900444	eekshaprasad27@gmail.com	Offer on Hold till April / May 2023
14	Mythili S Tambraparni	BioTech	7899425963	mythilistambraparnibt2023@gmail.com	Offer on Hold till April / May 2023
15	Kiran J Reddy	BioTech	8497001177	kiranreddybt2023@gmail.com	Offer on Hold till April / May 2023
16	Kruthika R	BioTech	8088180759	kruthikarbt2023@gmail.com	Offer on Hold till April / May 2023
17	Poojitha N G	BioTech	9663416752	poojithangbt2023@gmail.com	Offer on Hold till April / May 2023
18	Inchara K S	BioTech	9620459573	incharakst2023@gmail.com	Offer on Hold till April / May 2023
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold till April / May 2023

Pls note:

- **Offer Released:** Pls ask these people to accept the offer by replying to the offer mail by tomorrow itself along with available date of joining & their WhatsApp numbers.
- **Pavithra:** She has not attended HR orientation as he told me that she has not received the mail. Pls ask her to provide the correct mail ID if the above given ID is wrong. We will include her in the next HR orientation session and will take it forward accordingly.
- **Offer on Hold:** Since, these people are going to be available only by next July, we will release the offer only by April / May 2023 once we have a clear details of their exams. They may have to attend one more interview rounds just before releasing the offer if required. You may pls feel free to present them for other placement drives till they have our official offers in place.

Pls feel free to contact us in case of any further clarification.

Regards

2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

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Pls let me know in case of any further clarification.

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2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager - Human Resources

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4	Tasmiya Khanum	B Pharm	8296527724	tasmivakhanum286@gmail.com	Offer Released
5	Sneha Suresh Salunkhe	B Pharm	7676390660	salunkhesneha25@gmail.com	Offer Released
6	Nahid Afrin	B Pharm	6366649786	nahidafirin1973@gmail.com	Offer Released
7	Chitra V	M pharm	7019098957	chitraveerappa306@gmail.com	Offer Released
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19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold till April / May 2023

Pls note:

- **Offer Released:** Pls ask these people to accept the offer by replying to the offer mail by tomorrow itself along with available date of joining & their WhatsApp numbers.
- **Pavithra:** She has not attended HR orientation as he told me that she has not received the mail, Pls ask her to provide the correct mail ID if the above given ID is wrong. We will include her in the next HR orientation session and will take it forward accordingly.
- **Offer on Hold:** Since, these people are going to be available only by next July, we will release the offer only by April / May 2023 once we have a clear details of their exams. They may have to attend one more interview rounds just before releasing the offer if required. You may pls feel free to present them for other placement drives till they have our official offers in place.

Pls feel free to contact us in case of any further clarification.

Regards

2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

Doulath.pk@aquitysolutions.com

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Letter of Intent (LOI)

Superset ID: 3616778

Date: November 25, 2022

Dear Likitha V,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

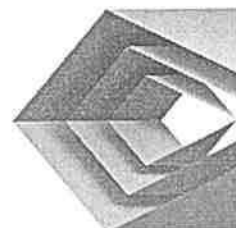
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



18	Inchara K S	BioTech	9620459573	incharaksbt2023@gmail.com	Offer on Hold
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold

Pls let me know in case of any further clarification.

Regards

2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

Doulath.pk@aquitysolutions.com

Website | www.aquitysolutions.in | www.aquitysolutions.com

From: Doulathulla P K

Sent: Friday, October 21, 2022 8:31 PM

To: Vikram Choudhary <vikramtchoudhary4@gmail.com>

Cc: pharmacyprincipal@theoxford.edu

Subject: AQuity Campus Drive - Status Update

Hi Vikram:

As discussed, pls find below the status update for the selected candidates as of today.

SI No	Name	Course	Mobile	Email	Status
1	Gokula Kannan S	B Pharm	6374080630	mtgokul3001@gmail.com	Offer Released
2	Priti Das	B Pharm	7019038361	daspriiti8971665050@gmail.com	Offer Released
3	Touqeer Ahmad Bhat	B Pharm	9682595406	rivaanhameed44@gmail.com	Offer Released
4	Tasmiya Khanum	B Pharm	8296527724	tasmiyakhanum286@gmail.com	Offer Released
5	Sneha Suresh Salunkhe	B Pharm	7676390660	salunkhesneha25@gmail.com	Offer Released
6	Nahid Afrin	B Pharm	6366649786	nahidafirin1973@gmail.com	Offer Released
7	Chitra V	M pharm	7019098957	chitraveerappa306@gmail.com	Offer Released
8	Tanuja Reddy Chittadi	Pharm D	9959861391	tanujanktt1999@gmail.com	Offer Released


10	Vandana B N	Pharm D	8296057248	vandanagowda99@gmail.com	Offer Released
11	Pavithra S	B Pharm	9663609904	pavithranaidu07@gmail.com	HR Orientation Not Attended
12	Bhoomika S N	BioTech	8861621757	Bhoomikasnb2023@gmail.com	Offer on Hold till April / May 2023
13	Eeksha Prasad GS	BioTech	8892900444	eekshaprasad27@gmail.com	Offer on Hold till April / May 2023
14	Mythili S Tambraparni	BioTech	7899425963	mythilitambraparnibt2023@gmail.com	Offer on Hold till April / May 2023
15	Kiran J Reddy	BioTech	8497001177	kiranjreddybt2023@gmail.com	Offer on Hold till April / May 2023
16	Kruthika R	BioTech	8088180759	kruthikarbt2023@gmail.com	Offer on Hold till April / May 2023
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Pls note:

- **Offer Released:** Pls ask these people to accept the offer by replying to the offer mail by tomorrow itself along with available date of joining & their WhatsApp numbers.
- **Pavithra:** She has not attended HR orientation as he told me that she has not received the mail. Pls ask her to provide the correct mail ID if the above given ID is wrong. We will include her in the next HR orientation session and will take it forward accordingly.
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Pls feel free to contact us in case of any further clarification.

Regards

 2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

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17/2, Dollars Chamber, Lalbagh Road

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Doulath.pk@aquitysolutions.com

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To,

Date: 23rd Sept, 2022

Mythili S Tambraparni

Subject: Internship Offer Letter

Dear Mythili S Tambraparni,

In reference to your application, we would like to congratulate you on being selected for internship with IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start from **26th September, 2022** for a period of 1 year. During this period, you will get paid **Rs. 20,000/month** (Rupees Twenty-Five Thousand Only) and you will be working as '**Operations Executive**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with the 4th month.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- You need to serve 60 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 1 year Internship period you are eligible to get 35,000 INR per month as a gross pay plus 3,000 INR per month as an incentive and 60,000 INR as an annual bonus with a total CTC of 5,16,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college / university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



**INTERNSHIP CONTRACT
PRIVATE & CONFIDENTIAL**

SCHEDULE I

Summary of Terms and Conditions

Name: Nazeeha Burhan

Address: Davis road signal, linrajpuram, Bangalore- 560084 India

Date of Agreement: 2 February 2023

We are pleased to offer you (the "Intern") an internship (the "Internship") with Labcorp Drug Development India Private Limited, a company incorporated under the Companies Act, 1956 (as amended from time to time) and having its registered office at Bldg No1, 601, Raheja Mindspace Plot Gen/2/1/D, Gen 2/1/E Gen/2/1/F MIDC Trans. Thane Indus area Shiravane, Thane Navi Mumbai, Thane, Maharashtra, 400706 India, (the "Company"), upon the following terms and conditions (this "Agreement").

Nothing in this Summary of Terms and Conditions is intended to replace the language of the full Detailed Terms and Conditions provided below in the body of this Agreement. The Summary of Terms and Conditions is only intended to provide you with a general overview of the full Detailed Terms and Conditions. It should not be read alone. It should be read in conjunction with the actual provisions of the Agreement which contain additional and important terms and conditions of the Internship.

Reporting Manager: Tarak Chheda

Start Date: February 28, 2023

End Date: August 25, 2023

Internship Duration: 6 months

Base Location: Office

Hours of Work per Week: 40 hours

Monthly Stipend: ₹20,000.00

Days of Annual Leave (Excluding Bank/Statutory Holidays): 10.5 days

Sodexo Card: ₹1,100.00

Limited Medical Insurance: As Per Company Policy

1. Pre-Internship Conditions

This Agreement and the commencement date set forth in Schedule 1 is conditional upon satisfactory completion of background checks as permitted under applicable laws.

Failure to satisfactorily complete the background checks may result in the deferral of the commencement date to a later date to be determined by the Company, withdrawal of the Agreement, or termination of Agreement, in accordance with the terms of this Agreement and applicable laws.

2. Position and Place of Work

This Agreement may only be amended in writing, signed by both parties.

13. Governing Law

This Agreement is governed by the laws of India and the law of the State or Territory in which you are normally based when performing the internship.

14. Severability

If any provision of this Agreement is unenforceable, illegal or void that provision is severed and the other provisions of this Agreement remain in force.

15. Personal Data

By signing this Agreement, you give your consent to the Company to and organizations engaged by the Company who process personal data on behalf of the Company to, receive, store, or process your personal information and transfer such information received by the Company from you to its associated companies, pursuant to your engagement under the terms of this Agreement, strictly in accordance with the applicable laws.

16. Assignment

This Agreement is personal to you and is not capable of any assignment.

Please acknowledge your agreement and acceptance of the above terms and conditions by signing the duplicate copy of this Agreement

IN WITNESS WHEREOF, the Parties hereto have duly executed and delivered this Agreement on the day and year first above written.



David Cooper
VP, Recruiting

For and on behalf of Labcorp

ACCEPTANCE

Date of acceptance of this offer:

Nazeeha Burhan

18	Inchara K S	BioTech	9620459573	incharaksbt2023@gmail.com	Offer on Hold
19	Vanam Vamshee Krishina	BioTech	9491027068	vamsheekrishinavbt2023@gmail.com	Offer on Hold

Pls let me know in case of any further clarification.

Regards

2020 KLAS Signature Block

Solutions for Smarter Healthcare

Doulathulla P K | Sr. Manager – Human Resources

AQuity Solutions, India Private Limited

17/2, Dollars Chamber, Lalbagh Road

Bengaluru - 560027

Mobile | 91 9845747745 Office | 080-22247626 / 7636

Doulath.pk@aquitysolutions.com

Website | www.aquitysolutions.in | www.aquitysolutions.com

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From: Doulathulla P K

Sent: Friday, October 21, 2022 8:31 PM

To: Vikram Choudhary <vikramchoudhary4@gmail.com>

Cc: pharmacyprincipal@theoxford.edu

Subject: AQuity Campus Drive - Status Update

Hi Vikram:

As discussed, pls find below the status update for the selected candidates as of today.

Sl No	Name	Course	Mobile	Email	Status
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Pls note:

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Pls feel free to contact us in case of any further clarification.

Regards

 2020 KLAS Signature Block

Solutions for Smarter Healthcare

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Letter of Intent (LOI)

Superset ID: 3017803

Date: November 25, 2022

Dear Poojitha N G,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

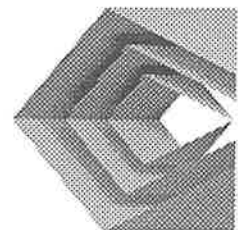
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





**INTERNSHIP CONTRACT
PRIVATE & CONFIDENTIAL**

SCHEDULE 1

Summary of Terms and Conditions

Name: Poojitha N G

Address: #161, 5th cross, 1st block, Vishwapriya Nagar, Begur Road, Bangalore-560068, Bangalore- 560068 India

Date of Agreement: 1 February 2023

We are pleased to offer you (the "Intern") an internship (the "Internship") with Labcorp Drug Development India Private Limited, a company incorporated under the Companies Act, 1956 (as amended from time to time) and having its registered office at Bldg No1, 601, Raheja Mindspace Plot Gen/2/1/D, Gen 2/1/E Gen/2/1/F MIDC Trans. Thane Indus area Shiravane, Thane Navi Mumbai, Thane, Maharashtra, 400706 India, (the "Company"), upon the following terms and conditions (this "Agreement").

Nothing in this Summary of Terms and Conditions is intended to replace the language of the full Detailed Terms and Conditions provided below in the body of this Agreement. The Summary of Terms and Conditions is only intended to provide you with a general overview of the full Detailed Terms and Conditions. It should not be read alone. It should be read in conjunction with the actual provisions of the Agreement which contain additional and important terms and conditions of the Internship.

Reporting Manager: Vidhuna Sadanandan

Start Date: 28 February 2023

End Date: 25 August 2023

Internship Duration: 6 Months

Base Location: Office Based

Hours of Work per Week: 40 hours

Monthly Stipend: ₹20,000.00

Days of Annual Leave (Excluding Bank/Statutory Holidays): 10.5 days

Sodexo Card: ₹1,100.00

Limited Medical Insurance: As Per Company Policy

1. Pre-Internship Conditions

This Agreement and the commencement date set forth in Schedule 1 is conditional upon satisfactory completion of background checks as permitted under applicable laws.

Failure to satisfactorily complete the background checks may result in the deferral of the commencement date to a later date to be determined by the Company, withdrawal of the Agreement, or termination of Agreement, in accordance with the terms of this Agreement and applicable laws.

2. Position and Place of Work

You are to hold the position of Intern for the duration of the Agreement. You be required to be based at the Company's premises located at 29, Union Street, MSR Vaishnavi, Off Infantry Road, Bangalore – 560001, landmark – near Cubbon Park Metro Station.

3. Performance and Covenants

During your internship you confirm and agree that you will:

- perform the internship faithfully, diligently and to the best of your abilities and subject always to the directions and superintendence of the Company;
- act at all times in the Company's best interests; and
- ensure compliance with the Company's policies and procedures.

You hereby expressly agree that you shall be required to work in shift timings which will be assigned to you by the Company from time to time and which may also include night shifts. You are required to work for 5 (five) days in a week and you weekly off may not necessarily be on Saturday and Sunday and will be intimated as such by the Company based on work requirements. It is hereby clarified that the Company will provide you with transportation if you are working in the shift timings, as per its policy, without any cost to you.

It is expressly made clear and confirmed by you that you are above 18 (eighteen) years of age and are not disqualified under any law or contract to be appointed as an intern with the Company.

You will not engage yourself, directly or indirectly with or without remuneration in any employment, trade, business calling or consultancy, nor shall you provide your services, during the internship and at all times thereafter, to any other person(s), company, partnership, venture, firm, corporation, business entity or other organization whatsoever, which in the Company's sole opinion is similar to or would compete with the assignment to be completed by you under this internship.

4. Confidentiality and Intellectual Property Rights

You hereby expressly agree to take whatever measures are reasonably necessary to preserve and protect the Company's confidential information. You will not, directly or indirectly, use for your own benefit or purposes, or disclose to or copy, or use for the benefit or purposes of, anyone other than the Company or any related bodies corporate any confidential information, or intellectual property of the Company. Your obligations with respect to the Company's confidential information continue beyond the end of your internship.

Without the express written permission by the Company, you shall not be allowed to take photographs, or make film or audio recordings on the Company's premises. In the event you are required to submit any information, report or presentation relating to the Internship performed hereunder ("Materials") to your educational institution or university ("University") in which you are pursuing a vocation or degree, you will not use or disclose any confidential information of the Company or its client in such Materials and shall obtain the prior written approval of your line manager prior to submission of the Materials to your University.

It is agreed that all the right, title and interest in any work created by you in the course of discharging your internship responsibilities shall vest with the Company and you waive the right to claims any such right, title and interest in any work created by you in the course of your internship. You will further give a declaration of assignment to the Company, as may be required from time to time, for any work done by you on behalf of the Company.

5. Nature of Position

You acknowledge that you are not an employee of the Company and no employment relationship will be created between us and you whilst performing the internship or arising from the internship. Nothing in this Agreement creates

or intends to create an employment relationship and this letter cannot be used as evidence to allege that such a relationship exists.

6. Compensation

The Company will provide you with a stipend per month along with other entitlements, during the term, as specifically stated in Schedule I, in consideration for all the contributions and participation offered by you as an intern to the Company. This amount will be subject to any tax deductions provided by law. The Company makes no representation of any increase in stipend or other benefits, either with regard to the quantum or duration of such increase. You will be liable to bear and pay all taxes levied on the stipend as per the applicable laws as amended from time to time.

7. Term

Your internship will commence on the Start Date as set forth in Schedule I and cease on the End Date as set forth in Schedule I. Where appropriate and practicable (except in the case of breach of this Agreement or Company's policies by you or misconduct on your behalf or conviction for crime or fraud or other similar instances including insubordination), the Company will endeavour to give you at least 1 weeks' notice or compensation in lieu thereof if the Company no longer requires you as an intern. You are expected to do the same. You further agree that if your internship is terminated by the Company, the Company will not be required to offer you re-internship or employment in any circumstance.

Nothing in this Agreement requires the Company to maintain your internship for any minimum period nor to continue your internship on an ongoing basis.

Nothing herein contained shall constitute or be deemed to constitute you as an employee in the employment of the Company or deemed to provide you with an offer of employment upon the expiry of the term. Accordingly, you are not be entitled to any remuneration, benefits, amenities or facilities which are extended by the Company to its employees.

8. Leave

You shall, in addition to the public and bank holidays designated by the Company, be entitled to the number of Annual Leave as set forth in Schedule I. The Annual Leave entitlement will be calculated on a pro-rata basis dependent on the Employee's start date in compliance with applicable law. All Annual Leave entitlement should be taken within the calendar year.

9. Indemnity

You agree to release and indemnify and keep indemnified the Company and our present and former officers, directors, employees, representatives, volunteers, agents and /or contractors in respect of any liability, loss, damage, accident, injury, sickness, death, claim, demand, charge, action, cost (including legal costs on an indemnity basis) or other expense that we incur directly or indirectly for any reason, arising out of or in connection with your internship, your conduct, your travel arrangements and/or your work with us in India or overseas, our projects both in India and/or overseas, the deeming (by any authority, Court, tribunal or otherwise) of you to be our employee or any other matter arising from this Agreement.

10. Workplace Surveillance

All use of the Company's electronic communications systems (including email and the Internet) is subject to continuous, ongoing surveillance by the Company from the commencement of your internship. The Company may monitor, access and record your emails and any Internet sites you visit. Surveillance will take place using the Company's computer equipment and technology systems or by any other method the Company considers appropriate.

11. Entire Agreement

This Agreement between you and the Company relating to your internship with the Company replaces, supersedes and cancels all other oral and written understanding and agreements between you and the Company that may have existed prior to the date of this contract.

12. Variation

This Agreement may only be amended in writing, signed by both parties.

13. Governing Law

This Agreement is governed by the laws of India and the law of the State or Territory in which you are normally based when performing the internship.

14. Severability

If any provision of this Agreement is unenforceable, illegal or void that provision is severed and the other provisions of this Agreement remain in force.

15. Personal Data

By signing this Agreement, you give your consent to the Company to and organizations engaged by the Company who process personal data on behalf of the Company to, receive, store, or process your personal information and transfer such information received by the Company from you to its associated companies, pursuant to your engagement under the terms of this Agreement, strictly in accordance with the applicable laws.

16. Assignment

This Agreement is personal to you and is not capable of any assignment.

Please acknowledge your agreement and acceptance of the above terms and conditions by signing the duplicate copy of this Agreement

IN WITNESS WHEREOF, the Parties hereto have duly executed and delivered this Agreement on the day and year first above written.



David Cooper
VP, Recruiting

For and on behalf of Labcorp

ACCEPTANCE

Date of acceptance of this offer: 07 February 2023 | 09:52 EST

DocuSigned by:

3CDD8DA081AD423

Poojitha N G

25



INTERNSHIP LETTER

Prajwal C ,

Date: Wednesday, March 8, 2023

Welcome to BYJU'S!

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

We are pleased to offer you the position of **Intern - Sales BTC** on following terms & conditions:

Offer Details:

Designation:	Intern - Sales BTC
Department:	Sales BTC
Employment Type:	Intern
Date of Joining:	Tuesday, March 14, 2023
Internship End Date:	Wednesday, June 14, 2023
Role Location:	BTC, Premises No. 276 , 15th Cross, 5th Phase, J.P. Nagar, Bangalore, 560078
Stipend per Month:	16000 INR

As per the government guidelines, tax deduction will be 10% for those who have PAN Card, otherwise, the tax deduction will be 20%. Therefore, please apply for a PAN Card, at the earliest, in case you do not have one..

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You are requested to submit documents listed in Annexure B prior to commencement of your internship.

You will be paid a stipend of 16000 INR per month for the internship period.

You are required to acknowledge your availability for the internship within 48 hours from the receipt of this letter, failing which the internship offer will automatically stand withdrawn.

Your internship will commence on Tuesday, March 14, 2023 , failure to report to the Company on such date would indicate your unwillingness to intern with the Company and the internship offer shall automatically withdrawn, unless an extension of the date of commencement of internship has been mutually agreed in writing. Upon completion of your internship for the period set out under the contract, you shall have no right whatsoever to claim any renewal of the internship period as such.

The Company will be entitled to terminate your internship by giving you 2 days of notice in writing. In the event you desire to discontinue the internship, you will be required to give the Company 2 days of notice in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful internship and career opportunity with us.

Please submit the signed copy of this internship letter on the date of commencement of your internship.

Yours sincerely,
Think & Learn Pvt. Ltd.
Human Resources

Accept Offer by signing below
Signature

This is system generated offer letter and does not require authorised signature.

Annexure A

Reporting: You will be assigned a supervisor on the first day of the internship and you must act in accordance with the instructions of your supervisor. Being an intern of the Sales BTC function, you will carry out such tasks as may be entrusted to you from time to time by your supervisor. During the internship period, you shall be required to work directly with your team coordinators and / or other staff members of the Company. You shall be required to work approximately [48] hours a week for a period of 90 days.

Exclusivity: You shall not undertake any other assignment during the currency of your internship with the Company. Any contravention thereof will lead to the forthwith termination of your internship.

Policies: You will abide by the Company's policies, regulations, code of conduct, and procedures on safety, security and anti-sexual harassment, presently in force or as introduced/amended from time to time. You will be required to follow the rules of discipline and time etiquette prescribed by the Company and conduct yourself in accordance with the decorum of the workplace and maintain the highest standard of ethics. The Company reserves the right to forthwith terminate your internship at any given point of time during its currency in the event you are found involved in tardiness, unethical practices, fraudulent activities, misrepresentation etc.

Confidentiality: You are duty bound to protect and not disclose to anyone, all information including information classified as confidential, coaching materials, developed material and documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

You acknowledge that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Company property: If for the performance of any tasks allocated to you, you are handed over any Company property including but not limited to any educational materials, records etc. then you shall be responsible for the safekeeping and return in good condition (immediately upon the task being completed or at the time of termination or any time during the internship) and order of all such properties of the Company, which may be in your case, custody, care or charge. For the loss of any properties of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account such material or property to its satisfaction.

Absence: You are required to report any sickness absence as soon as is practicably possible to your supervisor and provide medical supporting of sickness where sickness lasts 3 (three) days or more. During the internship, you will get 1 casual leave per month and public holidays (if applicable during the internship tenure). If you are absent from duty other than the applicable leaves and holidays, such days of absence may be treated as loss of pay days or the internship may be discontinued as per the management decision. The internship stipend will be paid on a pro-rata basis depending on the no. of days you were present and worked as an intern.

Conduct: You shall abide by all reasonable and lawful directions given to you by or under the authority of the Company during your internship. You will conduct yourself in good standing at all times and abide by the law of the land whether in relation to your internship or otherwise. In the event any complaint or proceeding is initiated against you during the internship period, whether civil or criminal in nature, you will immediately inform the Company of the same. Our basic premise in conduct of business: interns should do nothing that might be unethical, discredit or embarrass the Company, its clients, or themselves as interns of the Company. All Think & Learn Pvt. Ltd., interns are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception. If the intern violates the code of conduct, the management may decide to terminate the internship.

Termination: Your internship shall automatically come to an end at the expiry of the internship period set out herein. Your internship may be terminated, prior to expiry of the internship period, in the event of disqualification including but not limited to embezzlement, fraud, gross

negligence, criminal offenses -alleged or guilty, or a material violation of terms of this Letter or any applicable Company policies or you are found to be absconding from the internship program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

Certificate: Internship certificate will be provided only upon successful completion of the internship tenure. If the resignation is initiated by you or you have been relieved early due to violation of terms of this letter, you will not receive the certificate.

Representation: This internship has been made based on the information furnished by you in your application. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then the internship will be terminated without notice.

Relationship between parties: This internship is not and shall not be, at any point, treated or construed as a contract of employment between you and the Company or commitment for employment in the future. The Intern shall not have the authority to bind or represent the Company in any manner whatsoever.

Post completion of internship: Completion of the internship does not guarantee an offer of employment with the Company. However, basis a qualitative and quantitative analysis of the performance during the internship and upon successful completion of the internship and completion of course, the Company may, at its sole discretion, consider providing an offer of employment as an associate to the in a role, which may be in sales function, as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. The compensation package for such permanent position, if any, offered by the Company will be as per the prevalent market practices, industry conditions and business requirements of the Company (INR 4 LPA -5.5 LPA fixed compensation & up to 3 LPA variable pay annually). The work location may be as determined by the Company from time to time. Provided that, nothing in this clause shall be construed as any commitment or guarantee provided by the Company for any employment or any other engagement with the Company.

Annexure B

- a. Graduation/Post Graduation Mark sheet--All completed semester mark sheets
- b. No Objection Certificate & College ID-Card
- c. Resume
- d. Aadhaar Card(On Aadhaar, DOB should be in DD/MM/YYYY Format)
- e. Voter ID/Passport/Driving License
- f. Cancelled Cheque/Bank Statement/Bank Passbook
- g. Passport Size Photograph
- h. Penultimate year mark sheet
- i. Reference letter from university

Signature



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Internship for Civil Engineer

Aum water <aumwatertech21@gmail.com>

Mon, Jan 16, 2023 at 1:59 PM

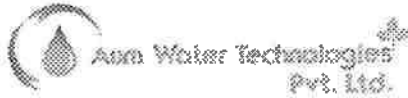
To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Cc: Rashmi kushalappa <business@aumwatertech.com>

Dear Sir,

Below are the list of the candidates shortlisted for the internship for the period of 4 months from Feb'2023 to Jun'2023.

- 1) Akshay - 9845863216
- 2) Nanditha - 935320265
- 3) Purnashree - 6363511499
- 4) Sneha Reji Thomas -9108314473
- 5) Suraj Singh - 9164488560
- 6) Vamshi Krishna - 9611251249

Thanks & Regards

#34, 11th Cross ,Indiranagar 1st Stage
Opp. Canara Bank, Bangalore – 560038.
Phone: 9606381415 .E-Mail: business@aumwatertech.com .
Website : www.aumwatertech.com

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The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Internship for Civil Engineer

Aum water <aumwatertech21@gmail.com>

Mon, Jan 16, 2023 at 1:59 PM

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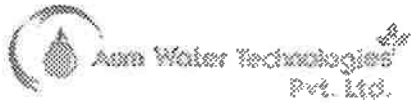
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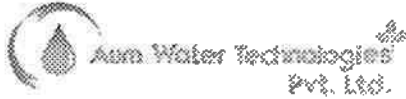
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Website : www.aumwatertech.com

{Quoted text hidden}

4



Mar 06, 2023

A Unit of Focus 4D Career Education Pvt. Ltd

Mr Roheed shafi
shafiruheed@gmail.com
Candidate Id: CN20230515

Dear Roheed shafi,

Further to our interactions with you, we are pleased to offer you the position of **Associate Trainer** in our **Skill Development Division**.

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

You will report to **Mr. Arun M (Training Manager)** or anyone whom he may depute. Your date of joining will be **20 Mar 2023**. Your base location will be **Bangalore**.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance up to **Rs.1500/-**. Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

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

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

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

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

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

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.

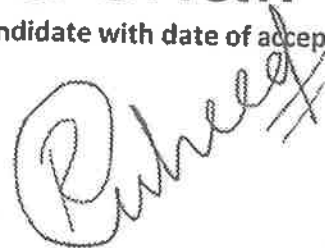

Arumugam N Vadivelu
HR Business Partner

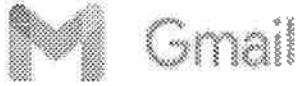
ACCEPTANCE OF OFFER

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

Roheed shafi

Name & Signature of the candidate with date of acceptance





The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Internship for Civil Engineer

Aum water <aumwatertech21@gmail.com>

Mon, Jan 16, 2023 at 1:59 PM

To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

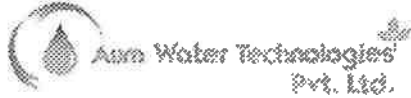
Cc: Rashmi kushalappa <business@aumwatertech.com>

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Thanks & Regards



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The Oxford Educational Institutions . <nodplacements@theoxford.edu>

RE: Vee Technologies Pvt Ltd - Oxford College - Technical Interview

Bhuvaneshwar Matheshwaran <bhuvaneshwar.m@veetechnologies.com>

Tue, Jan 3, 2023 at 4:06

To: "nodplacements@theoxford.edu" <nodplacements@theoxford.edu>

Cc: Kesavan Moorthy <kesavan.m@veetechnologies.com>, Saravanan Ramesh <saravanan.rl@veetechnologies.com>, Bhargav Shivaprasad <bhargav.s@veetechnologies.com>, Sakil Rajakannu <Sakthivel.R@veetechnologies.com>, Sreenidhi Suryagopal <Sreenidhi.S@veetechnologies.com>, "girish.r@hiremee.co.in" <girish.r@hiremee.co.in>, "praveenkumar.r@hiremee.co.in" <praveenkumar.r@hiremee.co.in>

Dear Mr Bhameshwar Reddy,

Please find the below status also below are the selected candidates list for reference.

Note : Reg : LOI – Will be released to the students Email ID by today EOD.

Remarks	Nos
Total Appeared	93
GD Selected	46
Final Selected	12

Selected Candidates List:

S No	Name	Contact	Email ID	Designation	College	Feedback
1	Noel George Thomas	8317380313	noelglise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
2	Syed Ussaid Ahmed	7019416291	syedussaidahmed@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
3	Namitha.C	9353604670	namithacise@2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
4	Shreya S.Shetty	9108358240	shreyashetty2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
5	Kajol Ambwani	9353633487	kajolise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
6	Lakshmi Narayanan.G	9513181700	lakshminarayanan2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
7	Vikram Kumar.R	7204977600	vikramise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
8	P.Palaksha	8073773448	palakshaec@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
9	Ruthvik.C	9513159754	ruthvikgwdas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
10	Saptha Sree.M	7904182199	sapthasreemce2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
11	Nusaiba Fathima	9740520064	nusaibalise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
12	Md Muzammil Pasha.S	861897544	mdmuzammilpashas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected

Regards,

Bhuvaneshwar -M

Senior HR Executive - Talent Acquisition

Vee Technologies Pvt Ltd

PH - 9384092996 | 0427-2341064 (Ext : 6031)

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Q aum



- 99+ Compose
- Mail
- Inbox 4,180
- Starred
- Snoozed
- Sent
- Drafts 49
- More
- Chat
- Spaces
- Meet
- Labels
- General Aeronautics - 2...
- Training Proposals 2021 ...
- More



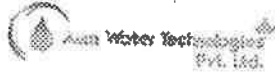
Aum water <aumwatertech21@gmail.com>
to me, Rashmi

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Thanks & Regards



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Phone: 9606381415 .E-Mail: business@aumwatertech.com .
Website : www.aumwatertech.com

Thank you for the information. Thanks for the mail. Noted.

Reply Reply all Forward



Letter of Intent (LOI)

Superset ID: 3616453

Date: November 25, 2022

Dear Aftab Mansuri,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the **Intern Offer Letter**.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

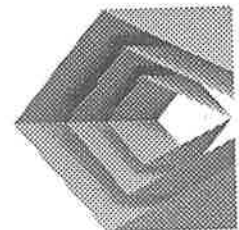
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



USN: 10x19CS009

ARINDAM RATHORE R

8-A

@ ellucian



January 4, 2023

Arindam Rathore R

Bangalore, Karnataka, India

Dear Arindam,

We are delighted to offer you a role at Ellucian Higher Education Systems India Private Limited ("Ellucian" or the "Company"). Congratulations! Serving more than 2,700 customers in over 50 countries, reaching over 20 million students, we are the largest provider of ERP systems and cloud services to the higher ed market. We keep innovating as higher education keeps evolving. Ellucian guides its customers through manageable, sustainable digital transformation — so that every type of institution and student can thrive in today's fast-changing landscape. Together, we are powering the future of higher education.

Your new career with us

Ellucian Higher Education Systems India Private Limited is delighted to offer you the position of Technical Intern (Undergraduate), reporting to Sathyan Paneerselvam. As agreed, your work location will be India - Bangalore Office, and your first day will be February 16, 2023. This is a temporary position. Your expected internship assignment end date is May 15, 2023.

Your Compensation & Benefits

Your Stipend will be ₹35,000.00 per month (Inclusive of any applicable taxes). Your Work hours will be a minimum of 40 hours per Week.

Full time employment

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter. Prior to joining Ellucian, you must successfully complete the prescribed Internship program as detailed below:

At Ellucian, we invest in skill and capability development of our campus selects even before they join us as full-time employees. This is through Ellucian Internship program. These programs focus primarily on technical and personality development. You could enroll in either of these as per your college processes while in the final semester. This forms a critical part of your employment with Ellucian. Your onboarding with Ellucian would be prioritized based on the successful completion of same. In the event of non-completion of the Internship program, Ellucian may at its sole discretion revoke this offer of employment.

The Ellucian Internship program is for approximately 3 months duration. Your performance during the Internship will be monitored through formal evaluations and rewarded with monthly stipend. Subject to your successful completion of the company's internship program, determined at the Company's sole discretion, you may be offered full-time employment.

What happens next

Prior to your first day, you will be receiving communications from Ellucian's onboarding coordinator. Your manager will also

contact you to make sure you know what to expect. Within your first week we will provide information that will help you make productive contributions to the team, complete employment forms and enroll in benefits.

In accepting our offer, you are confirming that you will not use any confidential or proprietary information you learnt in a previous job and that you will not bring it into Ellucian. You are also confirming that you have not signed any agreement with a previous employer, such as a non-compete, that would prevent you from working for the company.

What we need of you

Please indicate your acceptance of our offer by signing below (including the non-signatory pages). *If you decide to accept the terms of employment, we need to receive the signed letter from you no later than three (3) calendar days from the date of this letter, otherwise your offer will be invalid.* Once we receive your signed offer, we will submit the contract of employment for your signature.

Arindam Rathore R, we are confident that you will be successful at Ellucian and look forward to seeing the impact that we know you are going to make! If you have any questions, please contact your recruiter Santhosh Kumar, at Santhosh.KumarD@ellucian.com

Sincerely,



Eswar Rao

Head Human Resources, India

5445

DocuSigned by:
Arindam Rathore R
2575FBF91C854D6



Jamariya Dharm...

May 2



to MAYANK, S, bcc: me ▾

Dear Candidate,

After careful consideration, we have decided to postpone your joining until after your final exams.

This will provide you with sufficient time to prepare for your exams and will not affect your academic performance.

Furthermore, we have some exciting news for you! Instead of onboarding you as an intern, we will be offering you a two-month training program with a monthly stipend of INR 19,000. This training will help you to gain more knowledge and skills in the relevant field. After successful completion of the training program, you will be onboarded as a full-time Business Development Associate with a package of INR 8 LPA (5 LPA fixed + 3 LPA variable).

Dharmendra Jamariya
Central Sales Development, BYJU'S

Show quoted

Congratulations! Labcorp

internship offer ➤ Inbox



Sarkar, Sumon 4 Jan

to me ▾



USN:
10X1965011

ARKESH V KUMAR

8-A

Dear Arkesh,

Congratulations! Further to the confirmation from your placement cell, I am delighted to be the first to welcome you to our global Labcorp family. Of hundreds of exceptionally qualified candidates we considered, your attitude and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your internship contract, I am delighted to confirm the details of our offer to you:

Business Title: Intern – DM SAS

Duration of internship: 6 months

Stipend per month: INR 20,000 + INR 1,100 of Sodexo meal coupon

Date of Joining & Reporting Time:

28th February 2023, 8:45 AM

Location: : You are being offered office-based. You will need to report to work at the following address on a regular basis:

No. 29, Union Street, MSR
Vaishnavi, Off Cubbon Road,

Bangalore – 560001, India
(Near Cubbon Park Metro Station)

Your shift working schedule will be determined upon completion of your on-boarding.

Meanwhile, request you to you please submit your CV on to the below link and share with us the below document at the earliest:

- Soft Copy of your CV
- Soft copy of your PAN Card. Note: In case you do not have a PAN card please apply for one immediately and share with me

Meanwhile, request you to you please submit your CV on to the below link and share with us the below document at the earliest:

- Soft Copy of your CV
- Soft copy of your PAN Card. Note: In case you do not have a PAN card please apply for one immediately and share with me a copy of your Aadhaar Card / Passport as ID proof
- Please confirm your name as per PAN card / Bank Account:
- Emergency contact number:
- Your current residence address:

You are requested to respond back to this email within 24hours failing which we will not be able to kick-start the onboarding process.

From your first day, you will be empowered with mentoring and in-depth training through our world-class onboarding program. At Labcorp, you will leave a legacy as you explore diverse career advancement paths, support visionary advances in data sciences, and truly impact the quality of human health across the globe.

Labcorp considers safety and health of its employees of utmost priority. In compliance with the state government laws, the company has mandated all its current employees and new hires to be fully vaccinated before reporting for work.

The new hires who will be joining Labcorp are required to be fully vaccinated i.e., they must have obtained all the doses of vaccine for COVID-19, prior to reporting for work at Labcorp. The new hire further agrees and undertakes that they will adhere to obtaining government approved vaccines to combat against any other diseases/ viruses that may arise in the future which are infectious and communicable in nature. This will safeguard the workplace and will make the work environment conducive for every employee at Labcorp.

This will ensure the Company's objective also to safeguard the health of its employees, their families, customers, visitors, and the community at large from infectious diseases such as COVID-19 that may be combatted by implementing government recognized vaccines.

Thanks & Regards,

Sumon Sarkar

Global Recruitment and Talent Advisor

Sumon.sarkar@covance.com

Direct:- +91 9513451647

Letter of Intent (LOI)

Superset ID: 3626861

Date: November 25, 2022

Dear Arya P B,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference: <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

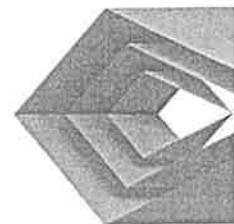
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://camous2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



08-December-2022

Dear Arya P B,

Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern**.

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,
For **Finnovation Tech Solutions Pvt. Ltd.**



Ashwin Prabhu
Head - Human Resources

7

OL No: AM1889

Date : 27 March 2023

Dear Atla Venkata Sumanth Reddy,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : **05 April 2023 to 14 April 2023**

On the Job Training Start Date: **15 April 2023**

On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000 Per Month**

Incentives : **INR 10000**

Target: **200000 INR per month.**

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

2173212 / ELTP-CAMPUS / 2023

15-Dec-2022

Subject: Letter of Intent

Dear B V,

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:

- δ You being medically fit, having 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
- δ You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

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

- δ You will be under probation for a period of **3 (Three) months** from the date of joining.
- δ You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- δ 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.
- δ 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.
- δ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



TECH
mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

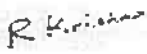
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on 30-Jun-2023 or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,


Krishna Ramaswamy

Head - Resource Management Group

Annexure - A

Learning and Certification

Selects to learn the below Udemey courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	Udemey Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms .Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Annexure - B

Total Cost to Company (TCC) (Per Annum)		325000
Components of Total Cost to Company		INR. (Per Annum)
Basic (@40% of Total Fixed Pay)		112394
HRA (@70% of Basic Pay)		78676
Bonus/Statutory Bonus		48000
Employer's contribution to Provident Fund (@12% of Basic Pay)		13487
Flexible Components of TFP ^		28428
Total Fixed Pay (Per Annum)		280985
Total Variable Pay (TVP) (Per Annum) (*)		31221
Total.....(A)		312206
Additional Benefits.....(B)		12794
Gratuity		5407
Insurance Premiums (towards GTLI, GMIP and GPAL)		7387
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		12,000
Meal Card (Max INR. 2200 per month)		26,400
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.		



To,

Name : Bandakshri Umesh

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

Dear Bandakshri Umesh,

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

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

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

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

- o After a new joiner has completed the Fundamental Skill Primers Program: they will need to undergo further Accenture stream specific trainings and assessments.

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

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

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

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

Annexure A

- Career Level - 12
- Proposed role - **Application Development Associate**
- ~~Annual fixed compensation~~ for the fiscal will be **INR 3,83,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- **Local Variable Bonus** - At your career level, the maximum annual target variable pay-out is estimated as **INR 32,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- **Maximum Annual Total earning potential – INR 4,15,500 /-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000**; payable upon successful completion of initial training as per company process.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
Notional Insurance Premium paid by Company – **INR 11,400 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,58,300/-**

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

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

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



10

Offer: Computer Consultancy
Ref: TC SL/DT20223184314/Bangalore
Date: 28/12/2022

Mr. Basharat Khursheed Peer
215/4 Asif Pasha Apartment Popular Colony Manganampalya , Bommanhalli, Bangalore,
Near Oxford College Of Engineering Banglore,
Bangalore Urban-560068,
Karnataka.
Tel# 91-6006485920

Dear Basharat Khursheed Peer,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TC SL/DT20223184314

1

TATA CONSULTANCY SERVICES

HYDRA B-1 BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 67 24 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career Service Line: 1800 209 3113 Email: careers@tcs.com



Nov 08, 2022

VISIONET



Basharat Khursheed,
Bangalore

Offer Letter

Dear Basharat Khursheed,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AAR Tech Park, # 73 & 74, Pinnur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6665 0000
Branch Office: Module # 105, TIDAL Park, ELUCOT/562, Coimbatore - 641 014, INDIA. Tel: +91 432 454 7728

www.visionetsystems.com



- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Basharat Khursheed
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : AAR Tech Park, # 28 & 24, Hoar Main Road, Bangalore - 560 088, INDIA. Tel : +91 80 6669 0009

Branch Office : Module # 105, TIDEL Park, ELCOOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 432 454 7708

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Name	Basharat Khursheed	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Basharat Khursheed
(Signature & Date)

Visionet Systems Private Limited

Registered Office: ANAR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA, Tel: +91 80 6669 0000

Branch Office: Mysore - # 105, TIDEL Park, ELGOT/SEZ, Coimbatore - 641 018, INDIA, Tel: +91 822 454 7788

www.visionetsystems.com

08-December-2022

Dear **Bhoomika R,**

Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern.**

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,
For **Finnovation Tech Solutions Pvt. Ltd.**



Ashwin Prabhu
Head - Human Resources

Letter of Intent (LOI)

13

Supersat ID: 3616998

Date: November 25, 2022

Dear Chitra B,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

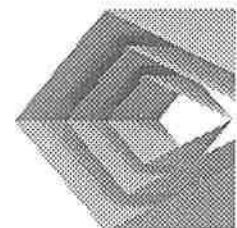
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Supersat ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://camous2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





VISIONET

Nov 08, 2022

Chitra B,
Bangalore

Offer Letter

Dear Chitra B,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000
Branch Office: Module # 105, TIDEI Park, ELCOI SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 450 2700

www.visionetsystems.com



VISIONET

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs; and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Chitra B
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6059 0000
Branch Office: Module # 105, TIDEL Park, ELROTT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7000
www.visionetfsystems.com

D. Deepak

(15)

10X19CS025

08-December-2022

Dear **Deepak D,**Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern**.

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,

For **Finnovation Tech Solutions Pvt. Ltd.**



Ashwin Prabhu
Head - Human Resources

Letter of Intent (LOI)**Superset ID: 3618970****Date: November 25, 2022****Dear F Maria Jasmin,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

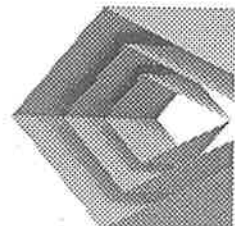
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



G B Bhargav Teja (10x9c50302)

19



Congratulations Bhargav! Your dhiOmics Offer letter is here!

2 messages

hr dhiOmics <hr@dhiomics.com>

Wed, 21 Sep, 2022 at 19:10

To: gbhargavtejacse2023@gmail.com

Cc: Prabhat Agarwal <prabhat.agarwal@dhiomics.com>, Nilesh Gupta <nilesh.gupta@dhiomics.com>, Ranjit Kokardekar <ranjit.kokardekar@dhiomics.com>, Satish Bairagi <satish.bairagi@dhiomics.com>, Sai Sandeep Manjeri <sandeepsai.manjeri@dhiomics.com>

Dear G Bhargav Teja,

Congratulations! We are pleased to offer you the position of "Machine Learning Scientist" at "dhiOmics Analytics Solutions Private Limited", effective from on or before 01 Aug 2023. The following are the key terms and conditions of the offer -

Compensation:

Annual CTC of INR 4,68,000/- (Fixed Component: INR 392,400/-, Employer PF contribution: INR 21,600/-, Company Benefit: INR 18,000/-, Annual variable: 36,000/-).

Nature of Employment

This offer is made on the clear understanding that your employment is on a full-time basis and that you will not undertake any other part-time/full-time work, without the consent of the company. However, the Company's approval shall not be required where the position is with an organization whose activities are purely social in nature. You are liable to immediate termination without notice or payment in lieu of notice on non-compliance with this clause.

Place of Work

Your posting shall be in Bengaluru, Karnataka, India

Training

You shall first undergo the "Explorer Program (EP)" for 6 months starting from the date of joining. During the first 3 months, you will be paid a salary of INR 23,000/- per month from the date of joining. There will be appropriate deductions of government taxes, and PF from your compensation as applicable. Upon successful completion of your training period, your salary as mentioned in Annexure-A will come into force.

Minimum service period:

You shall render a minimum service period of 2 years and 9 months from the date of joining. In consideration of the enormous effort from the company in training and grooming you and access given to you for specialized technology and process, you voluntarily agree to pay INR 2,00,000/- (Rupees Two lakhs only) in the eventuality of you not fulfilling the minimum service period in addition to the training period by quitting, termination, resignation or otherwise.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, data, and documents and such other information and details relating to the business of the company and customers which may be known to you or confided in you by any means in the course of your employment with the company. You will be required to sign the Inventions Disclosure, Confidentiality, and Proprietary. This email is also confidential and is not supposed to be shared with any other party without written consent from dhiOmics authorized personnel.

Termination of Employment

Your employment may be terminated by either you or the company by providing ninety (90) days prior written notice. The provision of such notice by you is mandatory; in all instances of termination of employment by you. The company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion.

The company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct, misrepresentation of any

facts relating to business to the Company during the course of employment, or negligence as per company policy or guidelines or have committed any breach of this agreement.

List of Documents (dhiOmics specific):

Kindly send scanned copies of the below documents before joining.

- All educational certificates including mark sheets in full
- Relieving letter and service certificates (if employed previously)
- ID proof/ Address Proof: Passport & Driver's license/ Election ID/ UID
- Particulars of blood group and medical allergies
- Proof of last drawn salary (Payslips) if employed earlier
- Recent Passport sized photographs (Four)

Request you to acknowledge this email and confirm your acceptance on or before 03 Oct 2022.

Kindly revert to us in case of any queries or clarification.
Thank you

Warm Regards,
HR Head
Recruitment
dhiOmics Analytics Solutions Private Limited

G Bhargav Teja <gbhargavtejacse2023@gmail.com>
To: hr dhiOmics <hr@dhiomics.com>

Mon, 3 Oct, 2022 at 23:59

Hello Sir/Madam,

I am extremely thankful and will feel obliged to accept this offer. So for the record and time being I would like to agree and say yes. But I would like an opportunity to negotiate. I would be greatly thankful to you if this chance is given to me.

Thank you.

Regards

G Bhargav Teja
tejagbhargav@gmail.com
8495826592
[Quoted text hidden]



Nov 07, 2022

Guruprasad Sadashiv Dandagi,
Bangalore

Offer Letter

Dear Guruprasad Sadashiv Dandagi,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before **November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.



VISIONET

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Guruprasad Sadashiv Dandagi
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 21 & 24, Hosur Main Road, Bangalore - 560 065 (India) | Tel: +91 80 6659 0000
Branch Office: Module # 105, THEEL Park, ELCOOT/SEZ, Coimbatore - 641 014 (India) | Tel: +91 422 454 7334
www.visionetsystems.com

The Economic Times



VISIONET

Name	Guruprasad Sadashiv Dandagi	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Guruprasad Sadashiv Dandagi
(Signature & Date)

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 27 & 2A, Haveli Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000
Branch Office: Moolali - # 105, HDEU Park, ELCOOT, 562, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

www.visionetsystems.com

Letter of Intent (LOI)

Superset ID: 3613630

Date: November 25, 2022

Dear K Sandeep Srinivas,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

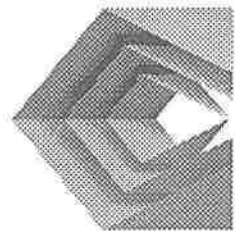
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



08-December-2022

Dear **Keerthana S,**

Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern**.

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,
For **Finnovation Tech Solutions Pvt. Ltd.**



Ashwin Prabhu
Head - Human Resources

Congratulations Kishan! Your dhiOmics Offer letter is here!



Inbox



hr dhiOmics 21 Sep 2022



to me, Prabhat, Nilesh, Ranjit, Sati... ▾

Dear Kishan G,

Congratulations! We are pleased to offer you the position of **“Machine Learning Scientist”** at **“dhiOmics Analytics Solutions Private Limited”**, effective from on or before **01 Aug 2023**. The following are the key terms and conditions of the offer -

Compensation:

Annual CTC of INR 4,68,000/- (Fixed Component: INR 392,400/-, Employer PF contribution: INR 21,600/-.
Company Benefit: INR 18,000/-, Annual variable: 36,000/-).

Nature of Employment

This offer is made on the clear understanding that your employment is on a full-time basis and that you will not undertake any other part-time/full-time

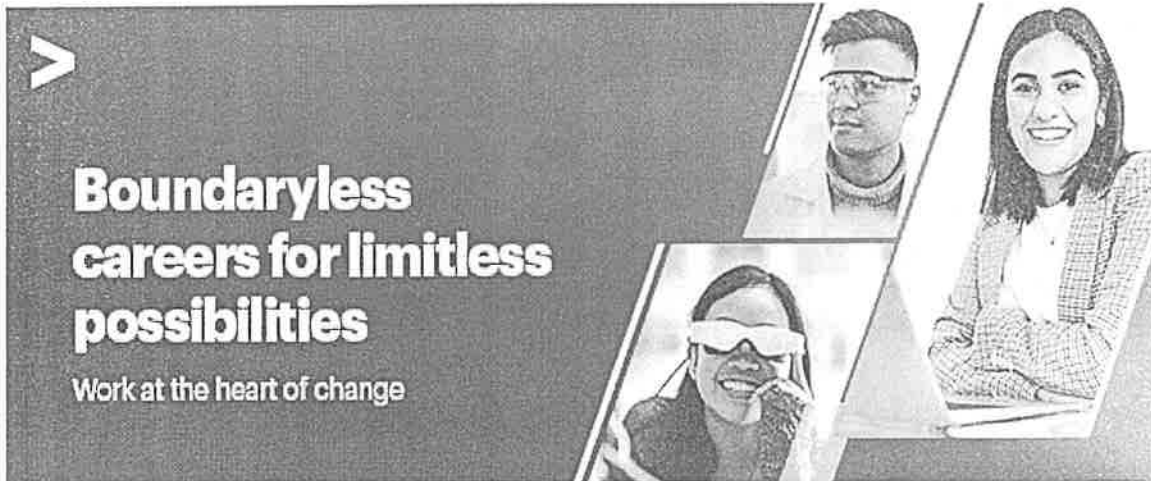


Congratulations! You have been selected to be part of Accenture!

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com>
To: komal9779@gmail.com

Thu, Sep 8, 2022 at 7:29 PM



See you soon at Accenture!

Dear Komal Sharma,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. You must accept our LOI within 5 days, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the Letter of Intent.

For any queries you can login to the below link and go to Help section - choose appropriate category to raise your queries.

Link: <http://indiacampus.accenture.com/candidate>

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India



Your next step
starts **now.**



September 28, 2022

Komal Sharma

Bangalore, Karnataka, India

Dear Komal,

We are delighted to offer you a role at Ellucian Higher Education Systems India Private Limited ("Ellucian" or the "Company"). Congratulations! Serving more than 2,700 customers in over 50 countries, reaching over 20 million students, we are the largest provider of ERP systems and cloud services to the higher ed market. We keep innovating as higher education keeps evolving. Ellucian guides its customers through manageable, sustainable digital transformation — so that every type of institution and student can thrive in today's fast-changing landscape. Together, we are powering the future of higher education.

Your new career with us

Ellucian Higher Education Systems India Private Limited is delighted to offer you the position of Technical Intern (Undergraduate), reporting to Ratheesh Babu. As agreed, your work location will be India - Bangalore Office, and your first day will be January 16, 2023. This is a temporary position. Your expected internship assignment end date is April 14, 2023.

Your Compensation & Benefits

Your Stipend will be ₹35,000.00 per month (Inclusive of any applicable taxes). Your Work hours will be a minimum of 40 hours per Week.

Full time employment

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter. Prior to joining Ellucian, you must successfully complete the prescribed Internship program as detailed below:

At Ellucian, we invest in skill and capability development of our campus selects even before they join us as full-time employees. This is through Ellucian Internship program. These programs focus primarily on technical and personality development. You could enroll in either of these as per your college processes while in the final semester. This forms a critical part of your employment with Ellucian. Your onboarding with Ellucian would be prioritized based on the successful completion of same. In the event of non-completion of the Internship program, Ellucian may at its sole discretion revoke this offer of employment.

The Ellucian Internship program is for approximately 3 months duration. Your performance during the Internship will be monitored through formal evaluations and rewarded with monthly stipend. Subject to your successful completion of the company's internship program, determined at the Company's sole discretion, you may be offered full-time employment.

What happens next

ANNEXURE - A

Name	Komal Sharma	
Designation	Software Engineer I / Cloud Engineer I	
Salary Component	INR Per Month	INR Per Annum
Basic Salary	₹25,000	₹300,000
House Rent Allowance	₹10,000	₹120,000
Conveyance Allowance	₹1,600	₹19,200
Medical Reimbursement	₹1,250	₹15,000
Flexi Benefit Plan*	₹8,867	₹106,400
Special Allowance	₹12,783	₹153,400
Employer Contribution to PF (12% basic salary)	₹3,000	₹36,000
Gross Salary (A)	₹62,500	₹750,000
Annual Gratuity contribution **		₹14,423
Education Assistance Program		₹50,000
Medical, Accident and Life Insurance Premium		₹49,000
Annual Health Check up Plan		₹5,000
Non-Cash Benefits (B)		₹118,423
Total Annual Compensation (A) + (B)		₹868,423

* Flexible Benefit Plan – This is a basket of benefits that employees need to declare in the beginning of the financial year. The declaration upon submission of the receipts would provide tax exemption for the following:

Leave Travel Allowance	50,000 – Twice in a block of four years***
Sodexo Coupons	2,200 – Maximum Per Month***
Internet/Mobile Exemption	2,500 – Maximum Per Month***

*** The residual balance would be subjected applicable tax and subject to terms and conditions.

**Payment of gratuity is as per Gratuity Payment Act 1972

DocuSigned by:
Komal Sharma
CCFA3D0FDFE1440



KOMAL SHARMA
(10X19CS045)

23

Date: 2nd November, 2022
Name: Komal Sharma
College: Oxford College of Engineering

Letter of Intent (LOI)

Dear Komal Sharma,
Congratulations!

In continuation to our discussions, we are pleased to offer you the role of **Associate Engineer** in Brillio Technologies Private Limited (Brillio). Upon your acceptance of this Letter of Intent, and subject to you meeting all the applicable requirements under this letter, you will receive a formal offer letter, which will outline the specific employment terms and conditions.

In this regard, we are proposing compensation package which includes an annual CTC of INR 8,00,000 and ACE bonus of up to INR 4,00,000, the details of which are set forth in **Annexure 1** to this letter.

Please note this letter of intent is not an offer of employment or a legally binding contract of employment. The contents of this letter are strictly between you and Brillio. Please treat this letter and the contents hereof as personal and confidential.

The final Employment Offer Letter shall be subject to your:

- Passing the final semester examination of graduation in the first attempt
- Completing your course in the summer of 2023
- Securing an average of 60% or equivalent and above across all semesters during graduation
- Not having any academic year drops
- No re-attempts/ATKTs/backlogs/arrears allowed in the final semester of any course
- Submitting all necessary documents at the time of joining

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, Brillio reserves the right to revoke this Letter of Intent without any notice.

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

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

If the above stated terms are acceptable to you, kindly acknowledge and share scanned soft copy of your Letter of Intent within 7 days from the date of issue on OnCampus@brillio.com confirming

brillio.com



Name: Komal Sharma
Role: Associate Engineer

I have read, understood and agree to the terms and conditions as set forth in this letter.

Komal

Signature

ANNEXURE 1

Name: Komal Sharma		Date:	
Level:			
Components	Monthly	Annual	
Basic Salary	20000	240000	
House Rent Allowance	8000	96000	
Flexi/Special Allowance	19238	230856	
Monthly Gross	47238	566856	
Company's Cont to PF	1800	21600	
Company's Cont to Gratuity	962	11544	
Fixed Pay	50000	600000	
Annual Variable Pay		0	
Total CTC		600000	

- ACE Bonus (INR): INR 4,00,000
 - First Payout – INR 1,00,000 at the end of 2nd year service
 - Second Payout – INR 1,00,000 at the end of 3rd year service
 - Third Payout – Up to INR 2,00,000 at the end of 4th year service based on performance



24

Your next step
starts **now.**



September 28, 2022

Komal Sharma

Bangalore, Karnataka, India

Dear Komal,

We are delighted to offer you a role at Ellucian Higher Education Systems India Private Limited ("Ellucian" or the "Company"). Congratulations! Serving more than 2,700 customers in over 50 countries, reaching over 20 million students, we are the largest provider of ERP systems and cloud services to the higher ed market. We keep innovating as higher education keeps evolving. Ellucian guides its customers through manageable, sustainable digital transformation — so that every type of institution and student can thrive in today's fast-changing landscape. Together, we are powering the future of higher education.

Your new career with us

Ellucian Higher Education Systems India Private Limited is delighted to offer you the position of **Technical Intern (Undergraduate)**, reporting to Ratheesh Babu. As agreed, your work location will be **India - Bangalore Office**, and your first day will be **January 16, 2023**. This is a temporary position. Your expected internship assignment end date is **April 14, 2023**.

Your Compensation & Benefits

Your Stipend will be **₹35,000.00** per month (Inclusive of any applicable taxes). Your Work hours will be a minimum of 40 hours per Week.

Full time employment

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter. Prior to joining Ellucian, you must successfully complete the prescribed Internship program as detailed below:

At Ellucian, we invest in skill and capability development of our campus selects even before they join us as full-time employees. This is through Ellucian Internship program. These programs focus primarily on technical and personality development. You could enroll in either of these as per your college processes while in the final semester. This forms a critical part of your employment with Ellucian. Your onboarding with Ellucian would be prioritized based on the successful completion of same. In the event of non-completion of the Internship program, Ellucian may at its sole discretion revoke this offer of employment.

The Ellucian Internship program is for approximately 3 months duration. Your performance during the Internship will be monitored through formal evaluations and rewarded with monthly stipend. Subject to your successful completion of the company's internship program, determined at the Company's sole discretion, you may be offered full-time employment.

What happens next

prior to your first day, you will be receiving communications from Ellucian's onboarding coordinator. Your manager will also contact you to make sure you know what to expect. Within your first week, we will provide information that will help you make productive contributions to the team, complete employment forms and enroll in benefits.

In accepting our offer, you are confirming that you will not use any confidential or proprietary information you learnt in a previous job and that you will not bring it into Ellucian. You are also confirming that you have not signed any agreement with a previous employer, such as a non-compete, that would prevent you from working for the company.

What we need of you

Please indicate your acceptance of our offer by signing below (initialing the non-signatory pages). *If you decide to accept the terms of employment, we need to receive the signed letter from you no later than three (3) calendar days from the date of this letter, otherwise your offer will be invalid.* Once we receive your signed offer, we will submit the contract of employment for your signature.

Komal Sharma, we are confident that you will be successful at Ellucian and look forward to seeing the impact that we know you are going to make! If you have any questions, please contact your recruiter **Santhosh Santhosh Kumar**, at Santhosh.KumarD@ellucian.com

Sincerely,



Eswar Rao

Head Human Resources, India

5450

DocuSigned by:
Komal Sharma
CCFA3D0FDFE1440..

Komal Sharma

ANNEXURE - A

Name	Komal Sharma	
Designation	Software Engineer I / Cloud Engineer I	
Salary Component	INR Per Month	INR Per Annum
Basic Salary	₹25,000	₹300,000
House Rent Allowance	₹10,000	₹120,000
Conveyance Allowance	₹1,600	₹19,200
Medical Reimbursement	₹1,250	₹15,000
Flexi Benefit Plan*	₹8,867	₹106,400
Special Allowance	₹12,783	₹153,400
Employer Contribution to PF (12% basic salary)	₹3,000	₹36,000
Gross Salary (A)	₹62,500	₹750,000
Annual Gratuity contribution **		₹14,423
Education Assistance Program		₹50,000
Medical, Accident and Life Insurance Premium		₹49,000
Annual Health Check up Plan		₹5,000
Non-Cash Benefits (B)		₹118,423
Total Annual Compensation (A) + (B)		₹868,423

* Flexible Benefit Plan – This is a basket of benefits that employees need to declare in the beginning of the financial year. The declaration upon submission of the receipts would provide tax exemption for the following:

Leave Travel Allowance	50,000 – Twice in a block of four years***
Sodexo Coupons	2,200 – Maximum Per Month***
Internet/Mobile Exemption	2,500 – Maximum Per Month***

*** The residual balance would be subjected applicable tax and subject to terms and conditions.

**Payment of gratuity is as per Gratuity Payment Act 1972

DocuSigned by:
Komal Sharma
CCFA3D0FDFE1440..



14-12-2022

INTERNSHIP CUM EMPLOYMENT AGREEMENT

This contract ("Agreement") is made and entered into between Juspay Technologies Private Limited ("Company"), with its place of business at No. 444, Stallion Business Centre, 18th Main, 6th Block, Koramangala Bengaluru KA 560095, India and, "Komal Sharma", an individual.

You are required to initial all pages and sign at the end of this document to signify your acceptance of the terms contained under this Agreement.

A. Commencement and Terms of Internship

1. During the period of your internship with the Company, you will be designated as - **Product Solution Engineer - Intern.**
1. Along with academic credits, you will also be paid a stipend of INR 30000 per month for your internship. No additional benefits will be borne by the Company during the course of your internship program. Tax Deducted at Source (TDS) will be deducted as per government guidelines for which TDS certificates will be issued on quarterly basis.
2. You will be interning with the Company for a minimum period of **6 months** months starting from **19-12-2022**. Your work schedule will be approximately 40 (forty) hours per week which may be extended according to the discretion of your reporting Manager. You may be required to work as may be required for completion of assigned task/ duties. You are required to work competently to meet the Company's standard conduct of business. Your duties and assignments for this position will be those described to you in your orientation with Vimal Kumar.
3. As an intern of the Company, you will be expected to abide by the Company's rules and standards which will be communicated to you at the time of joining and subsequently, as and when modified. You will also be governed by the statutory laws enacted by the Central or State Government or local authorities as may be applicable to you from time to time.
4. You may not discontinue the internship at any time for any reason other than with explicit written consent of the Company. Company, may request you to discontinue the internship if you do not comply with the code of conduct stipulated by the Company from time to time, for violation of any of the representations made by you and/or any other breach of terms of the internship program which may be provided by the Company from time to time. The Company may at its sole discretion choose to offer you with employment basis your performance during the internship.
5. As an intern, you will not be a company employee. Therefore, you will not receive salary, wages, or other compensation other than the stipend mentioned explicitly. In addition, you will not be eligible for any of the employee benefits that company employees are entitled to, including, but not limited to, health insurance, vacation or sick leave, paid holidays, or participation in Juspay's employee welfare plan.

6. During your internship you may come across confidential business information. By agreeing to this Agreement, you

Juspay Technologies Pvt Ltd

No.:444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka, India-560095, Tel - +91- 080 - 40959660 ; Email ID : info@juspay.in, Website: www.juspay.in



acknowledge that you adhere to our confidentiality and proprietary right policy. In addition, you will be required to comply with Proprietary Information and Invention Assignment Schedule (Annexure III).

7. The Proprietary Information and Invention Schedule requires, among other provisions the assignment of IP rights to the Company in any invention made during your internship at the Company and provision for non-disclosure or misappropriation of the Company's proprietary information.
8. Upon conclusion of your internship with the Company you are required to return all company- owned property, equipment, and documents, including electronic mail and/or other information.
9. Adhere to such terms and conditions as appended to this document from time to time.

B. Commencement and Terms of Employment

Notwithstanding anything under this Agreement, the provisions under this Section B shall not be applicable to you during the course of your internship.

1. Your effective date of employment will be **01-08-2023**, ("Effective Date").
2. You agree that you will at all times faithfully, industriously, and to the best of your skill, ability, experience and talents, perform all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with this Agreement, all company policies, procedures, rules and regulations, both written and oral, as are announced by the Company, from time to time. It is also understood and agreed to by you that your assignment, duties and responsibilities and reporting arrangements may be changed by the Company, in its sole discretion, without causing termination of this Agreement. This Agreement provides a summary of the main terms and conditions of your employment with the Company. You will be required to comply with Company policies and procedures with respect to reimbursement claims, Leave & Holidays, Sexual Harassment, Use of Technology and such other policies as the Company may bring into effect during anytime of your employment.
3. **Place of Posting and Assignment:** Your regular place of work will be **Bengaluru, Karnataka, India**. However, you may be required to travel to other places for induction, training or for other official purposes.
1. **Probation:** You will initially be on probation for a period of six months from your date of joining. Based on satisfactory performance, you will be considered and confirmed at the end of six months unless otherwise communicated. During the probation period you will be eligible for select benefits.
2. **Compensation:**
 - (a) Your fixed CTC will be **INR 800000 (Eight Lakh Rupees only)**. The CTC is payable subject to deductions under applicable laws, including without limitation the usual deductions for taxation. You will find the detailed break-up of your CTC in Annexure 1 hereto. Your CTC may be varied by the Company from time to time at the sole discretion of the Company.
 - (b) You will receive a relocation Bonus upto **100000 (One Lakh Rupees)**. The relocation bonus will be credited at the 1st month of completion of employment at Juspay. The relocation bonus.
 - (c) You will receive benefits worth **INR 2,00,000 (Two Lakhs only)** which includes group medical health insurance for self and dependent family members, Daily 3 times meals, tea/coffee snacks, Extra for Books and Software, Professional Development.

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3. **Incentives and Benefits:** The Company may grant you bonus, royalty, commission, and/or any other incentive, at its sole discretion. You shall also be entitled to receive benefits applicable generally to the Company's employees including without limitation coverage under a health insurance for employees, etc.) and other benefits provided to persons at the same level as you.

1. **Past Record:** If any declaration given or information furnished by you in the form of degree certificates or other documents to the Company is false and/or if you have willfully suppressed any material information, you may be removed from services without any notice or compensation in lieu, any time after the joining date.

2. **Termination:**

(a) Your employment with the Company is at will and is not for a specified term. During the period of probation, the Company can terminate your employment by giving a written notice or salary in lieu of 14 days. On confirmation, this period shall be 30 days. However, in the event of gross misconduct or breach of the terms and conditions, the Company is entitled to terminate your employment with immediate effect. In this case the Company may offset and/or withhold any payment made or due to you.

(a) **Notice Period:** In case you wish to terminate or formally resign from the employment with the Company you must serve a 60 days' notice period in writing to the Company. The Company may, at its sole discretion relieve you in less than 60 days, i.e. the stipulated notice period. Company may at its discretion permit you to (a) adjust vacation adjusted to the part of notice period (b) Pay the CTC in lieu of serving the requisite notice period prior to resignation.

(a) **Consequences of Termination.** In the event of termination of this Agreement for any reason whatsoever, you will do the following:

- a) handover charge to such person or persons as may be nominated by the Company in that behalf;
- b) surrender to the management of the Company or any person nominated/authorized by it, all confidential information and property owned by the Company and which is in your possession or custody pertaining to or connected with the business of the Company or any subsidiary, associate or affiliate of the Company;
- c) you shall duly certify in writing that (i) all confidential information and all properties belonging to the Company have been duly returned to the Company; and (ii) you acknowledge that you are not entitled to any severance upon termination of your employment and that except the unpaid remuneration for that particular month you have no claims against the Company and waive any claim you had or may have had against the Company.

1. **Vacation Policy:** You are eligible for 18 days of privilege/earned leave every calendar year (January to December) and 12 days of sick leave every calendar year (January to December). If you are employed for a portion of the year, this number is adjusted downwards accordingly and rounded up to the next whole number. Unused vacation/sick/festival leaves cannot be rolled into the next calendar year.

1. **Non-compete clause:** You shall not during the term of this Agreement, engage, directly or indirectly, either personally or through an agent, company or through a partnership or as a shareholder, employee, consultant, advisor, principal contractor or sub-contractor, director, or agent or in any other manner whatsoever, whether for profit or otherwise, in any business which competes with the business of the Company or which is a direct competitor of the Company. This clause shall also be applicable for a period of [6 months] from the date of termination of this Agreement, for any reason whatsoever. You agree and acknowledge that no separate non-compete fees is payable to you, and the

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consideration for the non-compete restriction contained herein is deemed to have been received under this Agreement. You also acknowledge the receipt and sufficiency of such consideration received towards the non-compete restriction contained herein.

1. **Non-Solicitation:** During the term of your employment and for one (1) year thereafter, you will not encourage or solicit any employee of the Company to leave the Company for any reason or to accept employment with any other Company. As part of this restriction, you will not interview or provide any input to any third party regarding any such person during the period in question. However, this obligation shall not affect any responsibility you may have as an employee of the Company with respect to the bona fide hiring and firing of Company personnel.
1. **No Consultancy:** You agree to devote all your business time and attention to the business and affairs of the Company and shall make best endeavors in promoting the Company's interests. You further agree that, during your employment with the Company, you will not provide consulting services to or become an employee of, any other firm or person whether engaged in a business in any way competitive with the Company or not, without first informing the Company of the existence of such proposed relationship and obtaining the prior written consent of your reporting manager and the human resource manager responsible in the Company.
1. You agree that you are employed on an "at-will" basis. This means that you have the right to resign and the Company has the right to terminate your employment at anytime for any reason with or without cause. You further agree that this term of this Agreement can only be modified by the Company and shall be duly executed by you and the Company.
1. You hereby authorize the Company to notify your new employer about your rights and obligations under this Agreement following the termination of your employment with the Company.

C. General Terms and Conditions –

Notwithstanding anything under this Agreement, the provisions under this Section C shall be applicable to you during the course of your internship as well as employment.

1. **Workplace Ethics:** You will conform to industry standard Code of Business Conduct and comply with the policies and procedures laid down by the Company and communicated to you from time to time. These include guidelines on dual employment policy, leave policy, information technology policy, workplace harassment policy amongst others. You will maintain a professional work culture in the organization in terms of attire, company property maintenance and use.

1. Representation

You hereby represent, warrant, and confirm that:

- a. You have executed and delivered this Agreement as your free and voluntary act, after having determined that the provisions contained herein are of benefit to you, and that the duties and obligations imposed on you hereunder are fair and reasonable and will not prevent you from earning a comparable livelihood following the termination of your employment with the Company;
- b. You have read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and
- c. the execution of this Agreement by you and performance of your obligations, responsibilities and duties hereunder shall not result in the breach of any of your obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

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2. **Confidentiality:** You shall not disclose any confidential information of the Company, trade secrets or know-how to any entity or any other third Party. You shall observe and abide by all the terms of the Proprietary Information and Invention Schedule attached as Annexure III. Breach of any of the terms provided therein, will lead to immediate termination of your employment/internship, in addition to pursuing any other remedies that the Company may have.
3. **Office hour policy:** 5 day work weeks. Work timings shall start not later than at 9.00 AM and you shall be required to work for eight (8) hours per day.
4. **Remedies.** You acknowledge that the Company will suffer immediate, material, immeasurable, continuing and irreparable damage and may not have adequate monetary remedies if you breach the terms or conditions of this Agreement. You acknowledge that the Company will be entitled to institute and prosecute proceedings in any court of competent jurisdiction to prevent you from violating any contractual or legal obligation or to compel performance of your obligations hereunder. Relief of injunction and/or specific performance shall be in addition to any remedy for damages which the Company may be entitled to.
5. **Governing Law and Dispute Resolution:** This Agreement shall be governed by the laws of India. You agree that the courts in Bangalore, Karnataka shall have exclusive jurisdiction in the event of any and all disputes that you have with the Company which arise out of your employment or under the terms of your employment.
6. **Severability:** If one or more provisions of this Agreement are held to be unenforceable under applicable law, such provisions shall be excluded from this Agreement and the balance of the Agreement shall be interpreted as if such provisions were so excluded and shall be enforceable in accordance with its terms.
7. This Agreement read with the Proprietary Information and Invention Schedule and the ESOP Plan sets forth the entire agreement and understanding between the Company and you relating to the subject matter herein and merges all prior discussions, including but not limited to any and all statements made by any officer, employee or representative of the Company regarding the Company's financial condition or future prospects. You understand and acknowledge that, except as set forth in this Agreement read with the Proprietary Information and Invention Schedule (i) no other representation or inducement has been made to you, (ii) you have relied on your own judgment and investigation in accepting the employment with the Company, and (iii) you have not relied on any representation or inducement made by any officer, employee or representative of the Company.
8. **Modification.** No modification of or amendment to this Agreement, nor any waiver of any rights under this Agreement, will be effective unless in writing signed by both the Parties. You understand and agree that any subsequent change or changes in your role, duties, salary or compensation will not affect the validity or scope of this Agreement.
9. This Agreement shall be binding upon you, your heirs, executor, assigns, and administrators, and shall inure to the benefit of the Company, its subsidiaries, successors and assigns.
10. **Notice.** Any notice or other communication to be given by either party to the other pursuant to this Agreement shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at its address or facsimile number specified herein or at such other address or facsimile number as such party may hereafter specify for such purpose. The addresses, email address and fax numbers of the parties for the purpose of notices are as follows:

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(a) To Employee :

Employee Name	Komal Sharma
E- Mail	komal9779@gmail.com

(b) To Company :

Attention	Vimal Kumar
Company	Juspay Technologies Pvt Ltd
Address	No. 444, Stallion Business Centre, 18th Main, 6th Block, Koramangala, Bengaluru Karnataka - 560095, India.
Email	vimal.kumar@juspay.in


A party may change or supplement the addresses given above, or designate additional addresses, for purposes of this clause, by giving the other party written notice of the new address in the manner set forth above.

12. **Waivers.** If the Company shall waive its rights accruing to it, due to breach of any of the provisions of this Agreement, such waiver shall not be construed as continuing waiver of other breaches of the same kind or other provisions of this Agreement. None of the terms of this Agreement shall be deemed to have been waived or altered, unless such waiver or alteration is in writing and is signed by the Company.

13. **Amendments.** Except as set forth herein, no amendment to this Agreement shall be binding unless such amendment or alteration is in writing and is signed by the Company.

14. **Survival:** Clauses B.10 & B.11 (Non-compete and Non-solicitation Obligations), Clause C.3 (Confidentiality), Clause C.11(Notices) and Clause C.6 (Governing Law & Dispute Resolution) shall survive termination of this Agreement.

IN WITNESS WHEREOF, the Parties have entered into this Agreement on the day and year first above written:

		For and on behalf of the Company	
Name	Komal Sharma	Name	Vimal Kumar
		Title	Director
Signature	Komal Sharma	Signature	

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Annexure I

Offer Letter

14-12-2022

Dear Komal Sharma,

Thank you for your interest in working for our organisation. Having successfully passed the interviews we are pleased to offer you a position with Juspay Technologies Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of Juspay. If you accept this Offer you will be designated as **Product Solution Engineer - Intern** and you will join us at our **Bengaluru, Karnataka, India** office.

This Offer will be subject to the execution of the Agreement and the Proprietary Information and Invention Schedule (Annexure III). Your employment with the Company will also be governed by the policies, rules and guidelines of the Company as may be formulated by the Company from time to time.

The overall CTC offered to you is **INR 1100000 (Eleven Lakh Rupees only)**. Detailed break up available in the Agreement a copy of which has been annexed as Annexure II hereto.

This Offer with Juspay is subject to the successful verification of information provided by you. By accepting this Offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions;
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company;
3. Juspay is not liable for any past dues owed by you as part of termination of any previous employments;
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This Offer will be valid for 1 week from the date of this letter. If this Offer is acceptable to you, please convey your acceptance to the Company by (a) email or telephone; and (b) providing a signed copy of this Offer letter by post or email. If we do not hear back from you within a period of 2 weeks from the date of this Offer, this Offer will be deemed to be cancelled and we are not obliged to hold the position open for you.

If you accept this Offer you are required to join on **01-08-2023**. It is clarified that your joining will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. If you are unable to report on the Joining Date you are requested to inform the Company in writing of the delay.

The following documents are required to be produced at the time of joining of the Company. Please provide originals and self-attested Xerox copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers;
2. Salary slip or salary certificate from most recent employer;
3. Experience Certificate from all previous employers;

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4. Proof of Academic Qualification (Class 10th Equivalent and above);
5. Proof of identity i.e. PAN card, driving license, Electoral card;
6. Photographs (3 copies).

We take great pleasure in welcoming you to the Company and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this Offer acceptable and wait to welcome you to the Juspay family.

For Juspay Technologies Private Limited



Vimal Kumar, Director

Acceptance of Offer

I understand and accept the Offer along with terms and conditions, and annexure(s) set forth herein by signing at the end of this document and here under.

Candidate Signature

Name Komal Sharma

Place and Date

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ANNEXURE II

CTC Break- Up:

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	400000	33333
House Rent allowance	160000	13333
Flexible Benefit Plan	199160	16597
Employer contribution to PF	21600	1800
Gratuity	19240	1603
Total earnings	800000	
Less: Deduction per month:		
Employees PF	21600	1800
Professional tax	2400	200
Total Deduction	24000	2000
Net take home		61263
Part (D)		
Relocation Bonus	100000	
Benefits	200000	
Total Part	300000	
Total Compensation	1100000	

Notes**

- Gratuity amount will be payable only after successful completion of 5 years based on last drawn CTC as per the Payment of Gratuity Act,1972
- Relocation Bonus (one time) to be paid after completion of one month.
- Benefits include :

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- Group medical health insurance for self and dependent family members.
- Daily 3 time meals, tea/coffee & snacks
- Extra for Books and Software
- Professional Development
- Net take home amount includes the standard deduction of employee PF contribution & Professional tax.
- IT deduction will solely be based on the Investments declaration & tax regime opted as per the IT act
Employee is eligible to select components from FBP, to avail further tax incentives.

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Annexure III

Proprietary Information and Invention Schedule

1. You understand that the Company possesses and will possess Proprietary Information, which is important to its business. For the purposes of this Agreement, "Proprietary Information" shall mean any confidential and/or proprietary information belonging or relating to the Company or its vendors, customers or other third parties including the following (i) Intellectual Property Rights and details regarding the inventions, innovations, works or intellectual property rights, trade secrets, ideas and know-how including the Company Documents And Materials of the vendors, customers or other associates of the Company disclosed to you during the course of your employment with the Company; (ii) information relating to the development, utility, operation, functionality, performance, cost, present and proposed businesses, formulae, ideas, strategies, techniques, policy, data related to employees, present or proposed vendors/customers, research and development, financial statements, budgets and other financial details, business and marketing plans, forecasts, licenses, price lists, quotes, bids, controls, operating procedures, responsibilities, policies and procedures, software programs and files, operating manuals, user manuals, documentation etc; (iii) confidential and proprietary information of third parties, including former, existing or prospective agents, customers, partners, vendors, suppliers or affiliates; (iv) the terms and conditions of this Agreement; and (v) all record bearing media containing or disclosing the above information or techniques, whether identified as "confidential" expressly or not. The term 'Proprietary Information' shall not include (a) information that is publicly available through no fault of yours and (b) information disclosed by third parties without any obligation of confidentiality. You understand that your employment creates a relationship of confidence and trust between you and the Company with respect to Proprietary Information.

1. You further, understand that the Company possesses or will possess "Company Documents and Materials" which are important to, its business. For the purposes of this Agreement, "Company Documents and Materials" means Intellectual Property Rights or parts thereof, conceived, developed, or otherwise made by you, alone or jointly with other employees (a) in any way relating to the Company's business; (b) during the course of your employment with the Company; (c) using tools, resources or materials belonging to the Company; (d) or based on material or information belonging to the Company; whether or not made during the your regular working hours or whether or not made on the Company's premises.. "Intellectual Property Rights" shall mean any and all intellectual property rights, whether or not filed, registered or recorded and whether now or hereafter existing, filed, issued or acquired in relation to the business of the Company and the Company Documents and Materials including any improvements thereto in any and all parts of the world, including without limitation: (i) patents, patent disclosures, patent rights, know-how, including any and all divisions, re-issues, re-examinations, utility, model and design patents/ rights or any extensions thereof; (ii) rights associated with works of authorships, including without limitation, copyrights, copyright applications, copyright registrations; (iii) rights in trademarks, trademark registrations, and applications therefor, trade names, service marks, service names, logos, or trade dress and corporate names and other source indicators and registrations and applications for registration and foreign counterparts thereof, and the goodwill; (iv) rights relating to the protection of trade secrets and Confidential Information; and (v) internet domain names, internet and world wide web URLs or addresses; (vi) mask work rights, mask work registrations and applications therefore; (vii) all other intellectual property rights anywhere in the world including rights of privacy and publicity, whether or not requiring registration and whether or not such registration has been obtained thereof; (viii) designs including registrations and applications for registration thereof; (ix) computer software, data and documentation; (x) inventions, trade secrets, know-how, business intelligence and confidential business xi) proprietary information, whether patentable or non-patentable and whether or not reduced to practice; (xii) know-how, manufacturing and

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product processes and techniques, and research and development information, financial, marketing and business data, pricing and cost information, business and marketing plans and customer and supplier lists and information, formulae, algorithms and blue prints and specifications both printed and electronic, manufacture and manufacturer part number, and bill of materials used in the manufacture of the product; and (xiii) copies and tangible embodiments thereof.

3. In consideration of your employment by the Company and the compensation received by you from the Company from time to time, you hereby agree as follows:

a. All Proprietary Information created during the course of your employment with the Company shall be the sole and absolute property of the Company from date of creation thereof. To the extent that the Company Documents and Materials or any portion thereof needs to be assigned to the Company to ensure that the Company is sole and absolute owner thereof, you hereby assign and agree to assign in the future to Company all rights, title, and interest in and to any and all of the portion of the Company Documents and Materials. To the extent permitted by applicable Law, the moral rights in relation to the Company Documents and Materials shall also vest in the Company. To the extent such moral rights cannot be assigned to Company and to the extent the following is allowed by the laws in any country where moral rights exist, you hereby unconditionally and irrevocably waive the enforcement of such moral rights, and all claim and cause of action of any kind against Company or related to Company's customers, with respect to such rights. You further confirm that your legal heirs shall not retain any moral rights in the Company Documents and Materials. You hereby irrevocably appoint the Company as your attorney for the purpose of (a) ensuring that the ownership of the Company Documents and Materials vests in the Company and (b) for the purposes of seeking registration or other statutory protection in relation to the Company Documents and Materials. You acknowledge that the Company has an interest in the agency and that the same may not be terminated to the prejudice of the Company. Termination of your employment shall not result in termination of the agency.

a. At all times, both during your employment by the Company and after its termination, you will keep in confidence and trust and will not use or disclose any Proprietary Information or anything relating to it without prior written consent of an officer of the Company, except as may be necessary in the ordinary course of performing your duties to the Company.

a. You agree to make and maintain adequate and current written records, in a form specified by the Company, of all inventions, trade secrets and works of authorship assigned or to be assigned to the Company pursuant to this Agreement. All Company Documents and Materials shall be the sole property of the Company. You agree that during your employment by the Company, you will not remove any Company Documents and Materials from the business premises of the Company or deliver any Company Documents and Materials to any person or entity outside the Company, except as required to do in connection with performing the duties of your employment. You further agree that, immediately upon the termination of employment for any reason, or during your employment if so requested by the Company, you will return all Company Documents and Materials, apparatus, equipment and other physical property, except only (i) your personal copies of records relating to your compensation; (ii) your personal copies of any materials relating to the business and or work performed; and (iii) your copy of this Agreement.

a. You will promptly disclose in writing to your immediate supervisor, or to such other person designated by the Company, all "Inventions", which includes, without limitation, all software programs or subroutines, source or object codes, algorithms, improvements, inventions, works of authorship, trade secrets, technology, designs, formulas, ideas, processes, techniques, know-practice or developed by you, either alone or jointly with others, during the term of your employment. You agree that all such Inventions which you make, discover, conceive, reduce to practice or develop (in whole or in part, either alone or jointly with others) during your employment shall be sole property of the Company. Further, you will also disclose to the Promoters of the Company all Inventions made, discovered, conceived, reduced to practice, or developed by you within six (6) months after the termination of your employment with the Company which resulted, in whole or in part, from replication, reverse engineering or re-compiling form your employment with the Company.

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USN: 10X19C8047
Name: Kushal J

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PRIVATE & CONFIDENTIAL

23 Mar 2023

KUSHAL J
Tumkur

Dear KUSHAL J,

Subject: Offer Letter

This has reference to your application and subsequent interviews you had with us for the below-mentioned position. On the basis of mutual interaction and discussion that we have had, we are pleased to offer you as below:

Role	: Tr Application Developer
Designation	: Executive
Grade	: A5-1

Your Gross Potential Earnings, Compensation & Benefit Program applicable is provided in ANNEXURE I. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

Your date of joining shall be on or before 31 Jul 2023

Your initial posting will be in Corporate Office-LOIPL. You may, however, be required to move / relocate to any other office / store /warehouse in any location where the organization has its offices and operations, either on a temporary or on a permanent basis.

This offer is made to you based on the information / documents furnished by you. If any information and or documents are found to be incorrect or has discrepancy, manipulated, fabricated, forged etc, then this offer shall be withdrawn by the Company forthwith. Company shall have right to conduct background verification on the information and documents provided by you.

You will be governed by the rules and regulations of the company on all matters related to the place, time & nature of your work. A detailed appointment order will be issued to you in this regard.

At the time of joining, please submit the following documents:

1. Certificates in support of your educational qualification, work experience, date of birth, PAN Card and other testimonials.
2. Three recent passport size photographs(with White background).
3. Proof of residence viz., copy of passport or Election Commission Identity card.
4. Relieving letter and Salary certificate from your last employer in case you were employed.

null

null

ANNEXURE I

COMPENSATION & BENEFITS SHEET		
Name	KUSHAL J	
Grade	A5-1	
Date of Joining	31 Jul 2023	
Designation	Executive	
Department	Data Engineering - IND	
Components	CTC (p.m)	CTC (p.a)
Basic Pay	25333	304000
House Rent Allowance	12667	152000
Special Pay	19883	238594
Washing Allowance	1000	12000
Gross Pay	58883	706594
PF Employer Contribution	3040	36480
Gratuity-Employer Contrib	1219	14622
Mediclaime Premium	192	2304
Fixed Pay	63333	760000
Performance Linked Pay	3333	40000
Gross Potential Earning	66667	800000

Plus: Health Insurance coverage for Self & Family & Accident Insurance coverage for self as per policy

Official calls reimbursed on mobile phone as per policy

Note:

1. #For employees entitled to Statutory Bonus under Payment of Bonus Act, 1965, Performance Linked Pay will be deemed and accounted against such Statutory Bonus.
2. #Performance Linked Pay shall be payable as per policy.
3. Special Pay component may be allocated to reimbursement options detailed below.
4. Education Allowance Rs.100/- per child per month upto maximum of two children.
5. Running & Maintenance is applicable only for the employees who will submits RC Book copy (should be in Employee's Name) & submit the petrol bills to get reimbursed. Submit RC Book along with the declaration.

Food Coupons

30000



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Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru

1 message

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>

Wed, Dec 14, 2022 at 1:41 PM

To: kushaljcse2023@gmail.com

Cc: Rajani Bathula <rajani@terralogic.com>, Biswa Ranjan Pal <biswaranjan.pal@terralogic.com>

Hello Kushal J,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (16-Dec-2022).

Work location: Bangalore and you need to work from Koramangala office (No work from home option for this position)

Internship start date: 16th Feb 2023

Duration: 4month to 6months, Upon successful completion you will be absorbed as Trainee Software Engineer

Stipend during internship: 15,000 INR per month(Including PF & ESI), take home 12,800INR per month.

Work location: Bangalore and you need to work from the Koramangala office.

Upon Successful completion of Internship, you will be considered for fulltime employment with following details

Position: Full time and permanent

Designation: Trainee Software Engineer

Payscale: 3,50,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years

NOTE:

1. The employment agreement starts from the DOJ as Intern, will be for 3 Years.

are required to submit your First and Second year Degree Marksheets(Originals) at the time of joining as Intern. h will be returned upon completion of 18 Months of employment with the company.

You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ MCA) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.

4. It is mandatory to take full time position post internship duration if the job performance is bad during the internship the company reserves all rights to revoke the offer.

CTC break up:

Basic Salary & DA	1,46,700
House Rent Allowance	73,350
Other Allowances	73,350
Bonus*	35,000
Provident Fund Employer Contribution	21,600
Insurance (GMC & GPA)	5,767
Gratuity**	6,113
Total Cost to Company	3,61,880

* Bonus will be paid in two equal instalments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

*Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of Joining. The contribution mentioned will be deposited with the Life Insurance Corporation of India every year and an employee resigning from the services company after completing the service exceeding 5 years will be paid, a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the LIC.

*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.

Thank you,
Narmada Biradar



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Poojita Kotagi <poojita.k@tataelxsi.co.in>
To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>
Cc: Varun Singh <varun.s1@tataelxsi.co.in>

Tue, Dec 6, 2022 at 1:35 PM

Hello sir,

PFB list of final selects:

Candidate Name	Primary Email	Mobile
Shaun Jericho S	shaunjerichoseee2023@gmail.com	9739361200
Snehal Kumar Singh	snehalkumarsinghcse2023@gmail.com	8789145349
Suchitra Mallik	suchitramcse2023@gmail.com	7085963196
Kushal Na J	kushaljase2023@gmail.com	8660105477
Aishwarya P	aishwaryapise2023@gmail.com	9901196419
Amisha Kumari	amishakumariise2023@gmail.com	8088459306
Madhura D	madhuradise2023@gmail.com	7899145545

Congratulations to them.

I would like to take this opportunity to thank you for being a great host and helping in the smooth run of the event and making it a successful one. Thanks to all the coordinators who supported unconditionally throughout the day.

Please feel free to connect with me for any further queries.

Thanks once again

Regards,
Poojita Kotagi

Associate Executive
TATA ELXSI
ITPB Road, Whitefield, Bangalore 560 048 India
M: +91 9113290227
www.tataelxsi.com



From: Poojita Kotagi <poojita.k@tataelxsi.co.in>
Sent: Saturday, December 3, 2022 3:41 PM
To: The Oxford Educational Institutions . <hodplacements@theoxford.edu>
Cc: Varun Singh <varun.s1@tataelxsi.co.in>
Subject: Re: TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Hello sir,

Letter of Intent (LOI)**Superset ID: 3635533****Date: November 25, 2022****Dear MEDAM BALA SRUJANESWARA SAI,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

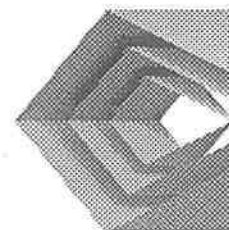
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





U.S.N:-107795050

M.Srujan

30

Offer: Computer Consultancy
Ref: TCSL/DT20223222162/Bangalore
Date: 28/12/2022

Mr. Bala Srujaneswara Sai Medam
004, Magnolia Maks Blossom Ananth Nagar , Pase-1, 11th Cross,
Electronic City Phase-2, Huskur Gate,
Bangalore-560100,
Karnataka.
Tel# -

Dear Bala Srujaneswara Sai Medam,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20223222162

1

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2541 6114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2173209 / ELTP-CAMPUS / 2023

15-Dec-2022

3

Subject: Letter of Intent

Dear Madam,

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:

- δ You being medically fit, having 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
- δ You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

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

- δ You will be under **probation for a period of 3 (Three) months** from the date of joining.
- δ You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- δ 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.
- δ 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.
- δ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **30-Jun-2023** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group

Annexure - A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and JQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Annexure - B

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	280985
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	312206
Additional Benefits....(B)	12794
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
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	12,000
Meal Card (Max INR. 2200 per month)	26,400
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.	

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Mu Sigma

Date: March 28, 2023

Medam Bala Srujaneswara Sai
Candidate ID: C20231650
Institute: The Oxford College of Engineering

Dear Medam,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

IN: U74140KA2005PTC036309



Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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CIN: U74140KA2005PTC036309



Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated at a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Mu Sigma Business Solutions Private Limited

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CIN: U74140KA2005PTC036309

Letter of Intent (LOI)

33

Superset ID: 1845513

Date: November 25, 2022

Dear Meghana G,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. You are also eligible for a **One-time Skill Bonus* of INR 25,000/-**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

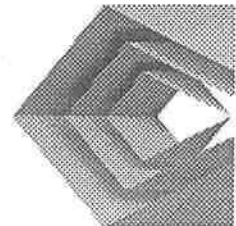
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



To
Meghana G
Subject: Internship Offer Letter

Date: 3rd December, 2022

Dear Meghana G,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



35

Congratulations Mohammed Siddiq! Your dhiOmics Offer letter is here!

3 messages

hr dhiOmics <hr@dhiomics.com>

Wed, Sep 21, 2022 at 7:08 PM

To: siddiqssl2017@gmail.com

Cc: Prabhat Agarwal <prabhat.agarwal@dhiomics.com>, Nilesh Gupta <nilesh.gupta@dhiomics.com>, Ranjit Kokardekar <ranjit.kokardekar@dhiomics.com>, Satish Bairagi <satish.bairagi@dhiomics.com>, Sai Sandeep Manjeri <sandeepsai.manjeri@dhiomics.com>

Dear Mohammed Siddiq Baig,

Congratulations! We are pleased to offer you the position of **"Machine Learning Scientist"** at **"dhiOmics Analytics Solutions Private Limited"**, effective from on or before **01 Aug 2023**. The following are the key terms and conditions of the offer -

Compensation:

Annual CTC of INR 4,68,000/- (Fixed Component: INR 392,400/-, Employer PF contribution: INR 21,600/-, Company Benefit: INR 18,000/-, Annual variable: 36,000/-).

Nature of Employment

This offer is made on the clear understanding that your employment is on a full-time basis and that you will not undertake any other part-time/full-time work, without the consent of the company. However, the Company's approval shall not be required where the position is with an organization whose activities are purely social in nature. You are liable to immediate termination without notice or payment in lieu of notice on non-compliance with this clause.

Place of Work

Your posting shall be in Bengaluru, Karnataka, India

Training

You shall first undergo the "Explorer Program (EP)" for 6 months starting from the date of joining. During the first 3 months, you will be paid a salary of INR 23,000/- per month from the date of joining. There will be appropriate deductions of government taxes, and PF from your compensation as applicable. Upon successful completion of your training period, your salary as mentioned in Annexure-A will come into force.

Minimum service period:

You shall render a minimum service period of 2 years and 9 months from the date of joining. In consideration of the enormous effort from the company in training and grooming you and access given to you for specialized technology and process, you voluntarily agree to pay INR 2,00,000/- (Rupees Two lakhs only) in the eventuality of you not fulfilling the minimum service period in addition to the training period by quitting, termination, resignation or otherwise.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, data, and documents and such other information and details relating to the business of the company and

customers which may be known to you or confided in you by any means in the course of your employment with the company. You will be required to sign the Inventions Disclosure, Confidentiality, and Proprietary. This email is also confidential and is not supposed to be shared with any other party without written consent from dhiOmics authorized personnel.

Termination of Employment

Your employment may be terminated by either you or the company by providing ninety (90) days prior written notice. The provision of such notice by you is mandatory; in all instances of termination of employment by you. The company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion.

The company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct, misrepresentation of any facts relating to business to the Company during the course of employment, or negligence as per company policy or guidelines or have committed any breach of this agreement.

List of Documents (dhiOmics specific):

Kindly send scanned copies of the below documents before joining.

- All educational certificates including mark sheets in full
- Relieving letter and service certificates (if employed previously)
- ID proof/ Address Proof: Passport & Driver's license/ Election ID/ UID
- Particulars of blood group and medical allergies
- Proof of last drawn salary (Payslips) if employed earlier
- Recent Passport sized photographs (Four)

Request you to acknowledge this email and confirm your acceptance on or before 03 Oct 2022.

Kindly revert to us in case of any queries or clarification.

Thank you

Warm Regards,
HR Head
Recruitment
dhiOmics Analytics Solutions Private Limited

Mohammed siddiq baig <siddiqssl2017@gmail.com>

Tue, Sep 27, 2022 at 7:16 AM

To: hr dhiOmics <hr@dhiomics.com>

Cc: Prabhat Agarwal <prabhat.agarwal@dhiomics.com>, Nilesh Gupta <nilesh.gupta@dhiomics.com>, Ranjit Kokardekar <ranjit.kokardekar@dhiomics.com>, Satish Bairagi <satish.bairagi@dhiomics.com>, Sai Sandeep Manjeri <sandeepsai.manjeri@dhiomics.com>

Accepted.
[Quoted text hidden]

Mohammed siddiq baig <siddiqssl2017@gmail.com>

Mon, Oct 24, 2022 at 10:52 AM

To: eliyazbaig86@gmail.com

[Quoted text hidden]

Your next step
starts **now.**



September 28, 2022

Mohit Sharma

Bangalore, Karnataka, India

Dear Mohit,

We are delighted to offer you a role at Ellucian Higher Education Systems India Private Limited ("Ellucian" or the "Company"). Congratulations! Serving more than 2,700 customers in over 50 countries, reaching over 20 million students, we are the largest provider of ERP systems and cloud services to the higher ed market. We keep innovating as higher education keeps evolving. Ellucian guides its customers through manageable, sustainable digital transformation — so that every type of institution and student can thrive in today's fast-changing landscape. Together, we are powering the future of higher education.

Your new career with us

Ellucian Higher Education Systems India Private Limited is delighted to offer you the position of **Technical Intern (Undergraduate)**, reporting to **Arjun Negi**. As agreed, your work location will be **India - Bangalore Office**, and your first day will be **January 16, 2023**. This is a temporary position. Your expected internship assignment end date is **April 14, 2023**.

Your Compensation & Benefits

Your Stipend will be **₹35,000.00** per month (Inclusive of any applicable taxes). Your Work hours will be a minimum of 40 hours per Week.

Full time employment

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter, Prior to joining Ellucian, you must successfully complete the prescribed Internship program as detailed below:

At Ellucian, we invest in skill and capability development of our campus selects even before they join us as full-time employees. This is through Ellucian Internship program. These programs focus primarily on technical and personality development. You could enroll in either of these as per your college processes while in the final semester. This forms a critical part of your employment with Ellucian. Your onboarding with Ellucian would be prioritized based on the successful completion of same. In the event of non-completion of the Internship program, Ellucian may at its sole discretion revoke this offer of employment.

The Ellucian Internship program is for approximately 3 months duration. Your performance during the Internship will be monitored through formal evaluations and rewarded with monthly stipend. Subject to your successful completion of the company's internship program, determined at the Company's sole discretion, you may be offered full-time employment.

What happens next

Prior to your first day, you will be receiving communications from Ellucian's onboarding coordinator. Your manager will also contact you to make sure you know what to expect. Within your first week, we will provide information that will help you make productive contributions to the team, complete employment forms and enroll in benefits.

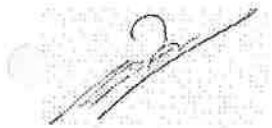
In accepting our offer, you are confirming that you will not use any confidential or proprietary information you learnt in a previous job and that you will not bring it into Ellucian. You are also confirming that you have not signed any agreement with a previous employer, such as a non-compete, that would prevent you from working for the company.

What we need of you

Please indicate your acceptance of our offer by signing below (initialing the non-signatory pages). ***If you decide to accept the terms of employment, we need to receive the signed letter from you no later than three (3) calendar days from the date of this letter, otherwise your offer will be invalid.*** Once we receive your signed offer, we will submit the contract of employment for your signature.

Mohit Sharma, we are confident that you will be successful at Ellucian and look forward to seeing the impact that we know you are going to make! If you have any questions, please contact your recruiter **Harisudhan Sivasubramanian**, at **Harisudhan.S@ellucian.com**

Sincerely,



Eswar Rao

Head Human Resources, India

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ANNEXURE - A

Name	Mohit Sharma	
Designation	Software Engineer I / Cloud Engineer I	
Salary Component	INR Per Month	INR Per Annum
Basic Salary	₹25,000	₹300,000
House Rent Allowance	₹10,000	₹120,000
Conveyance Allowance	₹1,600	₹19,200
Medical Reimbursement	₹1,250	₹15,000
Flexi Benefit Plan*	₹8,867	₹106,400
Special Allowance	₹12,783	₹153,400
Employer Contribution to PF (12% basic salary)	₹3,000	₹36,000
Gross Salary (A)	₹62,500	₹750,000
Annual Gratuity contribution **		₹14,423
Education Assistance Program		₹50,000
Medical, Accident and Life Insurance Premium		₹49,000
Annual Health Check up Plan		₹5,000
Non-Cash Benefits (B)		₹118,423
Total Annual Compensation (A) + (B)		₹868,423

* Flexible Benefit Plan – This is a basket of benefits that employees need to declare in the beginning of the financial year. The declaration upon submission of the receipts would provide tax exemption for the following:

Leave Travel Allowance	50,000 – Twice in a block of four years***
Sodexo Coupons	2,200 – Maximum Per Month***
Internet/Mobile Exemption	2,500 – Maximum Per Month***

*** The residual balance would be subjected applicable tax and subject to terms and conditions.

**Payment of gratuity is as per Gratuity Payment Act 1972



Mohit Sharma

January 27, 2023

Dear Mohit,

Congratulations!!

After a rigorous process of selection we are pleased to offer you the position of an intern with For PhonePe Private Limited ("PhonePe" or the "Company") as per the terms of reference given below at our Bangalore, Karnataka, India office.

Your **Three Months** internship will commence on February 20, 2023 and will conclude on May 22, 2023.

For this position, you will be paid a Stipend of **INR 40,000.00 (Rupees Forty Thousand Only)** per month (subject to deduction on leaves)

PhonePe, you will soon discover, is all about people -the best people. This offer comes to you as the culmination of a rigorous selection process and you are sure to find a challenging peer group at PhonePe.

We are positive you will find the work environment stimulating and conducive to helping you realize your professional goals.

We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

Please endorse your acceptance by duly signing the duplicate copy of this letter at the earliest.

Welcome aboard!

Sincere Regards

For PhonePe Pvt. Ltd.

DocuSigned by:

Sakshi Sharma

95DE19C890A24AF...

28-Jan-2023 | 9:30 PM PST

Sakshi Sharma
Head HR Business Partner

I accept the above terms and conditions and shall abide by them.

Signature

DocuSigned by:

Mohit Sharma

5ED93F9429E94DE...

30-Jan-2023 | 3:49 PM IST

Name : Mohit Sharma

PhonePe Private Limited

Regd. Office: Unit No.001, Ground Floor, Boston House, Suren Road, Off. Andheri-Kurla Road, Andheri (E), Mumbai, Maharashtra - 400093

Corporate Office: Office-2, Floor 4, 5, 6, 7, Wing A, Block A, Satarpuria Softzone, Service Road, Green Glen Layout, Bellandur, Bengaluru, Karnataka 560103

✉ support@phonepe.com

☎ 022-40071201

🌐 www.phonepe.com

CIN: U67190MH2012PTC337657

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

3P

Date: 04/13/2023

Monisha Priya Sampangiramalah

C11895501

#136, Indlabele Road, Near sharada school, Attibele, Bangalore, Karnataka-562107

8088330084

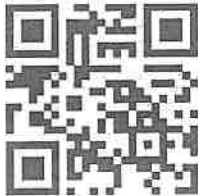
Dear **Monisha Priya Sampangiramalah**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 11.0 Apr-2023

1

Candidate's Signature _____

Reference Id: da13e425-4e72-4bac-9e34-94cd667d73b5_1
Signed By: MAHESH VASUDEO ZURALE

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

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

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Monisha Priya Sampangiramaiah



Nov 08, 2022

VISIONET

39

Monisha Priya S,
Bangalore

Offer Letter

Dear Monisha Priya S,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: ANS Tech Park, # 23 & 24, Hajar Mah Road, Bangalore - 560 062, INDIA, Tel: +91 80 6665 0008

Branch Office: Madala # 103, TDCS, Park, ELDOY/SEZ, Coimbatore - 641 014, INDIA, Tel: +91 422 454 7708

www.visionetsystems.com



- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Monisha Priya S
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : AAR Tech Park, # 23 & 24, Hingur Main Road, Bangalore - 560 082, INDIA. Tel: +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELDOY/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 434 7788

www.visionetsystems.com



Name	Monisha Priya S	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

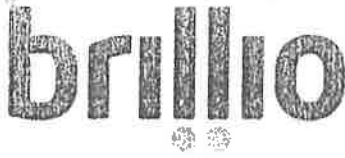
Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Monisha Priya S
(Signature & Date)

Visionet Systems Private Limited

Registered Office: ANR Tech Park, # 73 & 74, Near Anna Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000
Branch Office: Module # 105, TIDEL Park, ELICOT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 404 7700
www.visionetsystems.com



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Date: 2nd November, 2022
Name: Mudagandur Nirbhaymanoj
College: Oxford College of Engineering

Letter of Intent (LOI)

Dear Mudagandur Nirbhaymanoj,
Congratulations!

In continuation to our discussions, we are pleased to offer you the role of Associate Engineer in Brillio Technologies Private Limited (Brillio). Upon your acceptance of this Letter of Intent, and subject to you meeting all the applicable requirements under this letter, you will receive a formal offer letter, which will outline the specific employment terms and conditions.

In this regard, we are proposing compensation package which includes an annual CTC of INR 6,00,000 and ACE bonus of up to INR 4,00,000, the details of which are set forth in Annexure 1 to this letter.

Please note this letter of intent is not an offer of employment or a legally binding contract of employment. The contents of this letter are strictly between you and Brillio. Please treat this letter and the contents hereof as personal and confidential.

The final Employment Offer Letter shall be subject to your:

- Passing the final semester examination of graduation in the first attempt
- Completing your course in the summer of 2023
- Securing an average of 60% or equivalent and above across all semesters during graduation
- Not having any academic year drops
- No re-attempts/ATKTs/backlogs/arrears allowed in the final semester of any course
- Submitting all necessary documents at the time of joining

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, Brillio reserves the right to revoke this Letter of Intent without any notice.

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

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

If the above stated terms are acceptable to you, kindly acknowledge and share scanned soft copy of your Letter of Intent within 7 days from the date of issue on OnCampus@brillio.com confirming

brillio.com



Name: Mudagandur Nirbhaymanoj
Role: Associate Engineer

I have read, understood and agree to the terms and conditions as set forth in this letter.

Signature

ANNEXURE 1

Name: Mudagandur Nirbhaymanoj		Date:
Level:		
Components	Monthly	Annual
Basic Salary	20000	240000
House Rent Allowance	8000	96000
Flexi/Special Allowance	19238	230856
Monthly Gross	47238	566856
Company's Cont to PF	1800	21600
Company's Cont to Gratuity	962	11544
Fixed Pay	50000	600000
Annual Variable Pay		0
Total CTC		600000

- ACE Bonus (INR): INR 4,00,000
 - First Payout – INR 1,00,000 at the end of 2nd year service
 - Second Payout – INR 1,00,000 at the end of 3rd year service
 - Third Payout – Up to INR 2,00,000 at the end of 4th year service based on performance

PRIVATE & CONFIDENTIAL

23 Mar 2023

Mudagandur Nirbhaymanoj
Satara

Dear **Mudagandur**

Subject: Offer Letter

This has reference to your application and subsequent interviews you had with us for the below-mentioned position. On the basis of mutual interaction and discussion that we have had, we are pleased to offer you as below:

Role	: Tr Application Developer
Designation	: Executive
Grade	: A5-I

Your Gross Potential Earnings, Compensation & Benefit Program applicable is provided in **ANNEXURE I**. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

Your date of joining shall be on or before **31 Jul 2023**

Your initial posting will be in **Corporate Office-LOIPL**. You may, however, be required to move / relocate to any other office / store /warehouse in any location where the organization has its offices and operations, either on a temporary or on a permanent basis.

This offer is made to you based on the information / documents furnished by you. If any information and or documents are found to be incorrect or has discrepancy, manipulated, fabricated, forged etc, then this offer shall be withdrawn by the Company forthwith. Company shall have right to conduct background verification on the information and documents provided by you.

You will be governed by the rules and regulations of the company on all matters related to the place, time & nature of your work. A detailed appointment order will be issued to you in this regard.

At the time of joining, please submit the following documents:

1. Certificates in support of your educational qualification, work experience, date of birth, PAN Card and other testimonials.
2. Three recent passport size photographs(with White background).
3. Proof of residence viz., copy of passport or Election Commission Identity card.
4. Relieving letter and Salary certificate from your last employer in case you were employed.

null

null

ANNEXURE I

COMPENSATION & BENEFITS SHEET		
Name	Mudagandur Nirbhaymanoj	
Grade	A5-1	
Date of Joining	31 Jul 2023	
Designation	Executive	
Department	Data Engineering - IND	
Components	CTC (p.m)	CTC (p.a)
Basic Pay	25333	304000
House Rent Allowance	12667	152000
Special Pay	19883	238594
Washing Allowance	1000	12000
Gross Pay	58883	706594
PF Employer Contribution	3040	36480
Gratuity-Employer Contrib	1219	14622
Mediclaime Premium	192	2304
Fixed Pay	63333	760000
Performance Linked Pay	3333	40000
Gross Potential Earning	66667	800000

Plus: Health Insurance coverage for Self & Family & Accident Insurance coverage for self as per policy
Official calls reimbursed on mobile phone as per policy

Note:

1. #For employees entitled to Statutory Bonus under Payment of Bonus Act, 1965, Performance Linked Pay will be deemed and accounted against such Statutory Bonus.
2. #Performance Linked Pay shall be payable as per policy.
3. Special Pay component may be allocated to reimbursement options detailed below.
4. Education Allowance Rs.100/- per child per month upto maximum of two children.
5. Running & Maintenance is applicable only for the employees who will submits RC Book copy (should be in Employee's Name) & submit the petrol bills to get reimbursed. Submit RC Book along with the declaration.

Food Coupons

30000

42



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1891

Date : 27 March 2023

Dear Nafeeza Taskeen,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : **05 April 2023 to 14 April 2023**

On the Job Training Start Date: **15 April 2023**

On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000 Per Month**

Incentives : **INR 10000**

Target: **200000 INR per month.**

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____



Letter of Intent (LOI)

Superset ID: 3621748

Date: November 25, 2022

Dear Navya S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

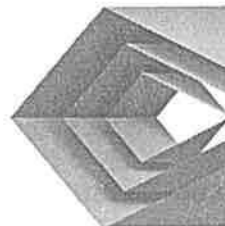
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

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Strictly Private and Confidential

Date: 04/13/2023

Nivetha Elumalai

C11895336

#1/69 , 10TH main, 13TH cross, APR Kalyana Mantapa road ,Bommanahalli, Bangalore -560068

9513153656

Dear Nivetha Elumalai,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

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

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Nivetha Elumalai

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

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR 25,000/- in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion. Currently, the discretionary WFH benefits as mentioned in Annexure 1 (E) are available for our people until August 31, 2023 as per the company guidelines, provided such employees have joined/onboarded with Accenture before August 31st 2023.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Certification Completion Document (as mentioned in the eligibility criteria)
9. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required

by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



Mu Sigma

Date: March 28, 2023

Pallavi Nagaraj Madiwalar
Candidate ID: C20231649
Institute: The Oxford College of Engineering

Dear Pallavi,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated at a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs, PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



10X19CS072
CSE-8B

48

Letter of Intent (LOI)

Superset ID: 3621999

Date: November 25, 2022

Dear R Akshitha Sree,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successful completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

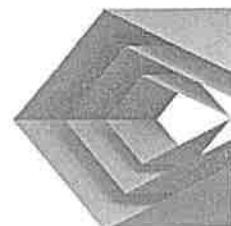
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





RAHUL M
10X19CS07H

8th Bsc

49

Letter of Intent (LOI)

Superset ID: 3614666

Date: November 25, 2022

Dear Rahul M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,938/- per annum. You are also eligible for a One-time Skill Bonus* of INR 25,000/-. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

*One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values* and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Letter of Intent (LOI)

Superset ID: 3619034

Date: November 25, 2022

Dear Rahul Rajesh,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

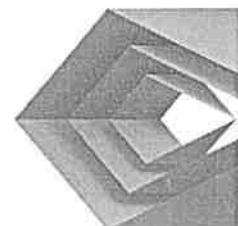
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Letter of Intent (LOI)

Superset ID: 3623486

Date: November 25, 2022

Dear Rakshitha Kadekar,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

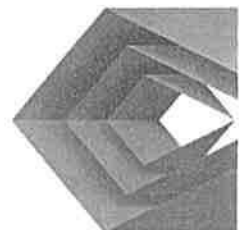
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Rekha . k
10X19C8078

(52)

Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru

1 message

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>

Wed, 14 Dec, 2022 at 1:31 pm

To: rekhakse2023@gmail.com

Cc: Rajani Bathula <rajani@terralogic.com>, Biswa Ranjan Pal <biswaranjan.pal@terralogic.com>

Hello REKHA K,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (16-Dec-2022).

Work location: Bangalore and you need to work from Koramangala office (No work from home option for this position)

Internship start date: 16th Feb 2023

Duration: 4month to 6months, Upon successful completion you will be absorbed as Trainee Software Engineer

Stipend during internship: 15,000 INR per month(Including PF & ESI), take home 12,800INR per month.

Work location: Bengaluru and you need to work from the Koramangala office.

Upon Successful completion of Internship, you will be considered for fulltime employment with following details

Position: Full time and permanent

Designation: Trainee Software Engineer

Payscale: 3,50,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years

NOTE:

1. The employment agreement starts from the DOJ as Intern, will be for 3 Years.
2. You are required to submit your First and Second year Degree Marksheets(Originals) at the time of joining as Intern. Which will be returned upon completion of 18 Months of employment with the company.

3. You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ MCA) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.
4. It is mandatory to take full time position post internship duration if the job performance is bad during the internship the company reserves all rights to revoke the offer.

CTC break up:

Basic Salary & DA	1,46,700
House Rent Allowance	73,350
Other Allowances	73,350
Bonus*	35,000
Provident Fund Employer Contribution	21,600
Insurance (GMC & GPA)	5,767
Gratuity**	6,113
Total Cost to Company	3,61,880

* Bonus will be paid in two equal instalments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

*Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of Joining. The contribution mentioned will be deposited with the Life Insurance Corporation of India every year and an employee resigning from the services company after completing the service exceeding 5 years will be paid, a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the LIC.

*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.

Thank you,
 Narmada Biradar
 Sr. Manager-HR
 Cell: 9886310182
 Terralogic Software Solutions Pvt. Ltd.



Nov 08, 2022

Rushali S,
Bangalore

VISIONET

S3

Offer Letter

Dear Rushali S,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: ANR Tech Park, # 23 & 24, He-Air Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6889 8000

Branch Office: Mohan # 105, TICR Park/ELECT/162, Coimbatore - 641 018, INDIA. Tel: +91 422 454 7762

www.visionetsystems.com



- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Rushali S
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : ANK Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 088, INDIA. Tel : +91 80-6669 0000
Branch Office : Module # 105, TIDAL Park, ELGGY/SEZ, Coimbatore - 641 016, INDIA. Tel : +91 422 454 7780
www.visionetsystems.com



Name	Rushali S	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Rushali S
(Signature & Date)

Visionet Systems Private Limited

Registered Office : AANK Tech Park, # 23 & 24, Huzar Alam Road, Bangalore - 560 068, INDIA, Tel : +91 80 6689 0000

Branch Office : Module # 105, TIDEL Park, ELDOY/SEZ, Coimbatore - 641 014, INDIA, Tel : +91 422 454 7100

www.visionetsystems.com

S Y Sridharan

10X1905081

54



Congratulations! Labcorp internship offer

1 message

Sarkar, Sumon <sumon.sarkar@labcorp.com>

Wed, 4 Jan 2023 at 16:54

To: sysridharancse2023@gmail.com <sysridharancse2023@gmail.com>

Dear Sridharan,

Congratulations! Further to the confirmation from your placement cell, I am delighted to be the first to welcome you to our global Labcorp family. Of hundreds of exceptionally qualified candidates we considered, your attitude and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your internship contract, I am delighted to confirm the details of our offer to you:

Business Title: Intern – EDC Programmer

Duration of internship: 6 months

Stipend per month: INR 20,000 + INR 1,100 of Sodexo meal coupon

Date of Joining & Reporting Time: 28th February 2023, 8:45 AM

Location : You are being offered office-based. You will need to report to work at the following address on a regular basis:

No. 29, Union Street, MSR Vaishnavi, Off Cubbon Road,
Bangalore – 560001, India (Near Cubbon Park Metro Station)

Your shift working schedule will be determined upon completion of your on-boarding.

Meanwhile, request you to you please share with us the below document at the earliest:

- Soft Copy of your CV
- Soft copy of your PAN Card. Note: In case you do not have a PAN card please apply for one immediately and share with me a copy of your Aadhaar Card / Passport as ID proof
- Please confirm your name as per PAN card / Bank Account:
- Emergency contact number:
- Your current residence address:

You are requested to respond back to this email within 24hours failing which we will not be able to kick-start the onboarding process.

From your first day, you will be empowered with mentoring and in-depth training through our world-class onboarding program. At Labcorp, you will leave a legacy as you explore diverse career advancement paths, support visionary advances in data sciences, and truly impact the quality of human health across the globe.

Labcorp considers safety and health of its employees of utmost priority. In compliance with the state government laws, the company has mandated all its current employees and new hires to be fully vaccinated before reporting for work.

The new hires who will be joining Labcorp are required to be fully vaccinated i.e., they must have obtained all the doses of vaccine for COVID-19, prior to reporting for work at Labcorp. The new hire further agrees and undertakes that they will adhere to obtaining government approved vaccines to combat against any other diseases/ viruses that may arise in the future which are infectious and communicable in nature. This will safeguard the workplace and will make the work environment conducive for every employee at Labcorp.

This will ensure the Company's objective also to safeguard the health of its employees, their families, customers, visitors, and the community at large from infectious diseases such as COVID-19 that may be combatted by implementing government recognized vaccines.

Thanks & Regards,

Sumon Sarkar

Global Recruitment and Talent Advisor

Sumon.sarkar@covance.com

Direct:- +91 9513451647

COVANCE IS NOW



labcorp

Drug Development

Notice: This e-mail may contain confidential, proprietary, or protected information - including protected health information - that is intended only for the named recipient or company, and any unauthorized use or disclosure is strictly prohibited. If this content is not intended for you, you are requested to delete this e-mail and all attachments and notify the sender immediately. If you have questions or concerns, please see our privacy policy on Labcorp.com.



55

Sai Sumanth S
10 XIACS084

Offer: Computer Consultancy
Ref: TCSSL/DT20223137739/Bangalore
Date: 28/12/2022

Mr. Sai Sumanth S
#632nd B Cross, Akshaya Gardens,
Akshayanagar,
Bangalore-560068,
Karnataka.
Tel# -8073607352

Dear Sai Sumanth S,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSSL/DT20223137739

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TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, 52, EPIP Whitefield, Bangalore-560 066 India
Tel: 91 80 8724 7000 Fax: 91 80 2841 0314 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2941 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1 800 309 31 11 Email: careers@tcs.com



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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TATA CONSULTANCY SERVICES

WIDEHI RD | BCOCK, 82, CPFL Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1 800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

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



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

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

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



12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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



16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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TATA CONSULTANCY SERVICES

WYDCHI, RC-1 BLOCK, 32, 31B, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Narani Building, 9th Floor, Narani Road, Marolli, Mumbai 400 021
TCS Career Service Line: 1800 200 3111 Email: careers@tcs.com



address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.



22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

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

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

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

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



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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Sai Sumanth S
Designation	Assistant System Engineer-Trainee
Institute Name	The Oxford College Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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

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Nov 08, 2022

VISIONET

Sai Sumanth S
10XLACS084

Sai Sumanth S,
Bangalore

Offer Letter

Dear Sai Sumanth S,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000
Branch Office: Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

www.visionetsystems.com



VISIONET

Name	Sai Sumanth S	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Sai Sumanth S
(Signature & Date)

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA Tel : +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA Tel : +91 422 454 2700

www.visionetsystems.com

To
Sameer Abbas
Subject: Internship Offer Letter

Date: 2nd December, 2022

Dear Sameer Abbas,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources



Letter of Intent (LOI)

Supersat ID: 3620956

Date: November 25, 2022

Dear Sameer Abbae,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time Internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time Internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time Internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time Internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successful completion of full-time Internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our Intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

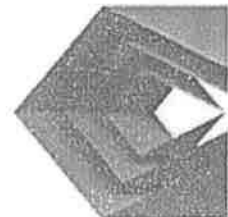
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Supersat ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2.cognizant.com/Pages/Prelogin>

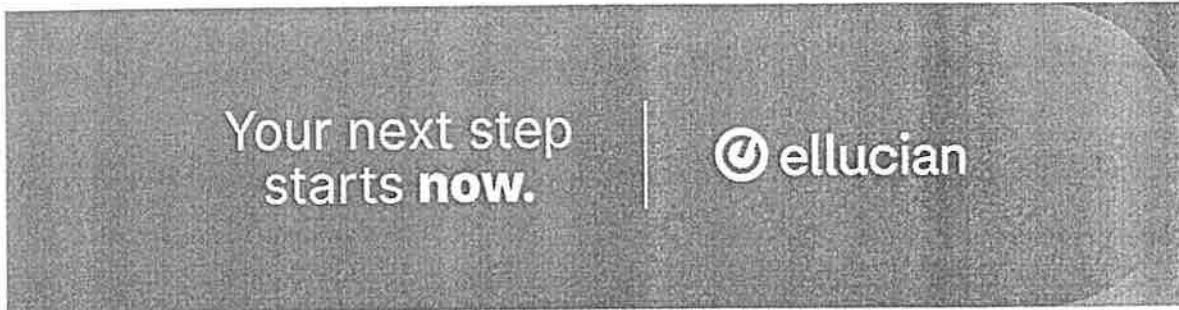
GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





January 5, 2023

Sandhya Murthy

Bangalore, Karnataka, India

Dear Sandhya,

We are delighted to offer you a role at Ellucian Higher Education Systems India Private Limited ("Ellucian" or the "Company"). Congratulations! Serving more than 2,700 customers in over 50 countries, reaching over 20 million students, we are the largest provider of ERP systems and cloud services to the higher ed market. We keep innovating as higher education keeps evolving. Ellucian guides its customers through manageable, sustainable digital transformation — so that every type of institution and student can thrive in today's fast-changing landscape. Together, we are powering the future of higher education.

Your new career with us

Ellucian Higher Education Systems India Private Limited is delighted to offer you the position of Technical Intern (Undergraduate), reporting to Yogi Kyasa. As agreed, your work location will be India - Bangalore Office, and your first day will be February 16, 2023. This is a temporary position. Your expected internship assignment end date is May 15, 2023.

Your Compensation & Benefits

Your Stipend will be ₹35,000.00 per month (Inclusive of any applicable taxes). Your Work hours will be a minimum of 40 hours per Week.

Full time employment

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter, Prior to joining Ellucian, you must successfully complete the prescribed Internship program as detailed below:

At Ellucian, we invest in skill and capability development of our campus selects even before they join us as full-time employees. This is through Ellucian Internship program. These programs focus primarily on technical and personality development. You could enroll in either of these as per your college processes while in the final semester. This forms a critical part of your employment with Ellucian. Your onboarding with Ellucian would be prioritized based on the successful completion of same. In the event of non-completion of the Internship program, Ellucian may at its sole discretion revoke this offer of employment.

The Ellucian Internship program is for approximately 3 months duration. Your performance during the Internship will be monitored through formal evaluations and rewarded with monthly stipend. Subject to your successful completion of the company's internship program, determined at the Company's sole discretion, you may be offered full-time employment.

What happens next

Prior to your first day, you will be receiving communications from Ellucian's onboarding coordinator. Your manager will also

contact you to make sure you know what to expect. Within your first week, we will provide information that will help you make productive contributions to the team, complete employment forms and enroll in benefits.

In accepting our offer, you are confirming that you will not use any confidential or proprietary information you learnt in a previous job and that you will not bring it into Ellucian. You are also confirming that you have not signed any agreement with a previous employer, such as a non-compete, that would prevent you from working for the company.

What we need of you

Please indicate your acceptance of our offer by signing below (initialing the non-signatory pages). *If you decide to accept the terms of employment, we need to receive the signed letter from you no later than three (3) calendar days from the date of this letter, otherwise your offer will be invalid.* Once we receive your signed offer, we will submit the contract of employment for your signature.

Sandhya Murthy, we are confident that you will be successful at Ellucian and look forward to seeing the impact that we know you are going to make! If you have any questions, please contact your recruiter Harisudhan Sivasubramanian, at Harisudhan.S@ellucian.com

Sincerely,



Eswar Rao

Head Human Resources, India

5419

DocuSigned by:

01C4E1A97D87402
1/5/2023

Sandhya V Murthy

ANNEXURE - A

Name	Sandhya Murthy		
Designation	Software Engineer I/Cloud Engineer I		
Salary Component	INR Per Month	INR Per Annum	
Basic Salary	₹25,000	₹300,000	
House Rent Allowance	₹10,000	₹120,000	
Conveyance Allowance	₹1,600	₹19,200	
Medical Reimbursement	₹1,250	₹15,000	
Flexi Benefit Plan*	₹8,867	₹106,400	
Special Allowance	₹12,783	₹153,400	
Employer Contribution to PF (12% basic salary)	₹3,000	₹36,000	
Gross Salary (A)	₹62,500	₹750,000	
Annual Gratuity contribution **		₹14,423	
Education Assistance Program		₹50,000	
Medical, Accident and Life Insurance Premium		₹49,000	
Annual Health Check up Plan		₹5,000	
Non-Cash Benefits (B)		₹118,423	
Total Annual Compensation (A) + (B)		₹868,423	

* Flexible Benefit Plan – This is a basket of benefits that employees need to declare in the beginning of the financial year. The declaration upon submission of the receipts would provide tax exemption for the following:

Leave Travel Allowance	50,000 – Twice in a block of four years***
Sodexo Coupons	2,200 – Maximum Per Month***
Internet/Mobile Exemption	2,500 – Maximum Per Month***

*** The residual balance would be subjected applicable tax and subject to terms and conditions.

**Payment of gratuity is as per Gratuity Payment Act 1972

DocuSigned by:

04C4E1A97D87402



Sanjana
10X19CS090

60

Letter of Intent (LOI)

Superset ID: 3621846

Date: November 25, 2022

Dear Sanjana H B,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

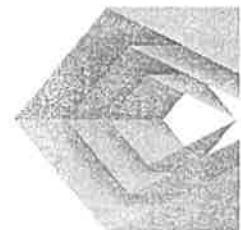
For further queries, related to Letter of Inteni (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





VISIONET

61

Nov 08, 2022

Sanjana H B,
Bangalore

Offer Letter

Dear Sanjana H B,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office : Amr Tech Park, # 21 & 23, Hosur Main Road, Bangalore - 560 022, INDIA, Tel : +91 80 6860 0000

Branch Office : Module # 105, TIDEL Park, ELSDY/SEC, Coimbatore - 641 018, INDIA, Tel. : +91 422 454 7788

www.visionetsystems.com



- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Sanjana H B
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : ANR Tech Park, # 73 & 74, Hapur Main Road, Bangalore - 560 002, INDIA. Tel : +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELCC/SEZ, Coimbatore - 641 018, INDIA. Tel : +91 422 434 7788

www.visionetsystems.com



VISIONET

Name	Sanjana H B	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Sanjana H B
(Signature & Date)

VISIONET SYSTEMS PRIVATE LIMITED

Registered Office: AAR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000
Branch Office: Module # 105, HDRL Park, ELICOT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 423 454 7788

www.visionetsystems.com

10X19CS094

(63)

08-December-2022

Dear **Shashank K P,**Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern**.

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

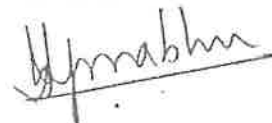
During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,

For **Finnovation Tech Solutions Pvt. Ltd.**



Ashwin Prabhu

Head - Human Resources

Shibangi Lodh
10X19CS095

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brillio

Date: 2nd November, 2022
Name: Shibangi Lodh
College: Oxford College of Engineering

Letter of Intent (LOI)

Dear Shibangi Lodh,
Congratulations!

In continuation to our discussions, we are pleased to offer you the role of Associate Engineer in Brillio Technology Private Limited (Brillio). Upon your acceptance of this Letter of Intent, and subject to you meeting all the applicable requirements under this letter, you will receive a formal offer letter, which will outline the specific employment terms and conditions.

In this regard, we are proposing compensation package which includes an annual CTC of INR 6,00,000 and ACE bonus of up to INR 4,00,000, the details of which are set forth in Annexure I to this letter.

Please note this letter of intent is not an offer of employment or a legally binding contract of employment. The contents of this letter are strictly between you and Brillio. Please treat this letter and the contents hereof as personal and confidential.

The final Employment Offer Letter shall be subject to your

- Passing the final semester examination of graduation in the first attempt.
- Completing your course in the summer of 2023
- Securing an average of 60% or equivalent and above across all semesters during graduation
- Not having any academic year drops
- No re-attempts/ATKTs/backlogs/arrears allowed in the final semester of any course
- Submitting all necessary documents at the time of joining.

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, Brillio reserves the right to revoke this Letter of Intent without any notice.

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

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

If the above stated terms are acceptable to you, kindly acknowledge and share scanned soft copy of your Letter of Intent within 7 days from the date of issue on hr@brillio.com confirming

brillio.com



Name: Shibangi Lodh
Role: Associate Engineer

I have read, understood and agree to the terms and conditions as set forth in this letter.

Shibangi Lodh

Signature

ANNEXURE-1

Name: Shibangi Lodh		Date:
Level:		
Components	Monthly	Annual
Basic Salary	20000	240000
House Rent Allowance	8000	96000
Flexi/Special Allowance	19238	230856
Monthly Gross	47238	566856
Company's Cont to PF	1800	21600
Company's Cont to Gratuity	962	11544
Fixed Pay	50000	600000
Annual Variable Pay		0
Total CTC		600000

• ACE Bonus (INR): INR 4,00,000

- First Payout – INR 1,00,000 at the end of 2nd year service
- Second Payout – INR 1,00,000 at the end of 3rd year service
- Third Payout – Up to INR 2,00,000 at the end of 4th year service based on performance



10X19C8096

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Letter of Intent (LOI)

Superset ID: 3614881

Date: November 25, 2022

Dear Shwetha R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. You are also eligible for a One-time Skill Bonus* of INR 25,000/-. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

*One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





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Offer: Computer Consultancy
Ref: TCSL/DT20223137815/Bangalore
Date: 28/12/2022

Ms. Shwetha R
#161st Main,2nd Cross,
Near Centraljail,
Naganathpura-560100,
Karnataka.
Tel# 91-9449628219

Dear Shwetha R,

Sub: Letter of Offer

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

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

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

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

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

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7660 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1 800 209 3111 Email: careers@tcs.com



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Poojita Kotagi <poojita.k@tataelxsi.co.in>
 To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>
 Cc: Varun Singh <varun.s1@tataelxsi.co.in>

Tue, Dec 6, 2022 at 1:35 PM

Hello sir,

PFB list of final selects:

Candidate Name	Primary Email	Phone
Shaun Jericho S	shaunjerichoseee2023@gmail.com	9739361200
✓ Snehal Kumar Singh	snehalkumarsinghcse2023@gmail.com	8789145349
Suchitra Mallik	suchitramcse2023@gmail.com	7085963196
Kushal Na J	kushaljase2023@gmail.com	8660105477
Aishwarya P	aishwaryapise2023@gmail.com	9901196419
Amisha Kumari	amishakumariise2023@gmail.com	8088459306
Madhura D	madhuradise2023@gmail.com	7899145545

Congratulations to them.

I would like to take this opportunity to thank you for being a great host and helping in the smooth run of the event and making it a successful one. Thanks to all the coordinators who supported unconditionally throughout the day.

Please feel free to connect with me for any further queries.

Thanks once again

Regards,
 Poojita Kotagi

Associate Executive
 TATA ELXSI
 ITPB Road, Whitefield, Bangalore 560 048 India
 M: +91 9113290227
www.tataelxsi.com



From: Poojita Kotagi <poojita.k@tataelxsi.co.in>
 Sent: Saturday, December 3, 2022 3:41 PM
 To: The Oxford Educational Institutions . <hodplacements@theoxford.edu>
 Cc: Varun Singh <varun.s1@tataelxsi.co.in>
 Subject: Re: TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Hello sir,

Sourabh
10X196098

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Offer: Computer Consultancy
Ref: TCSSL/DT20223200084/Bangalore
Date: 28/12/2022

Mr. Sourabh Sourabh
Oxford New General Boys Hostel Bommanahalli,
Boys Hostel,
Bangalore-560068,
Karnataka.
Tel# 91-8144426649

Dear Sourabh Sourabh,

Sub: Letter of Offer

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

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

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

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

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

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TATA CONSULTANCY SERVICES

Registered Office: TCS Building, 52, FIFTH Cross, 5th Floor, Bannerghatta Road, Bangalore - 560075
TCS Building, 52, FIFTH Cross, 5th Floor, Bannerghatta Road, Bangalore - 560075
Registered Office: TCS Building, 52, FIFTH Cross, 5th Floor, Bannerghatta Road, Bangalore - 560075
Toll Free Helpline: 1800 209 2111



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TATA CONSULTANCY SERVICES

VYDEHI RC I BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7600 Fax: 91 80 2811 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS careers service line: 1800 209 2111 email: careers@tcs.com



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

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

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TATA CONSULTANCY SERVICES

VYDEHI AC 1 BLOCK, 5th FLOOR, 17th OFFICE, 1st TOWER, GALAXY 568, MIDC
Tel: 91 80 6724 7800 Fax: 91 80 284 10 04 Website: www.tcs.com
Registered Office: Narval Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 101 511 Email: careers@tcs.com



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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TATA CONSULTANCY SERVICES

WYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 075, India
Tel: 91 80 6728 7000 Fax: 91 80 2844 0718 Website: tcs.com
Registered Office: Nirmal Building, 3th Floor, Narasimha Puram, Bangalore 560 082, India
TCS Careers & Services: 1800 200 2000 (Toll Free) or 91 80 2844 0718



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

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

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



12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice-Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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



address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.



22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

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

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

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

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



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

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



GROSS SALARY SHEET

Annexure 1

Name	Sourabh Sourabh
Designation	Assistant System Engineer-Trainee
Institute Name	The Oxford College Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



4. **Prior knowledge**

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

5. **Use of third party material**

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

6. **Security policies and Guidelines.**

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

7. **Working in SBWS Framework:**

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

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

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

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



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

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

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

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

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

8. ~~Restriction on Associate's Rights~~

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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

Letter of Intent (LOI)



Superset ID: 3614239

Date: November 25, 2022

Dear Srishti U,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

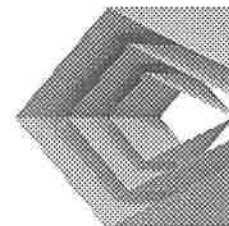
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Suchitra Mallik
10X19CS102

69



AMR TechPark 3,Ground
Floor TowerB, Hongasandra
Village, Bommanahalli, Hosur
Road, Bangalore -560068
(M):+917022374614.
www.intellipaat.com

To
Suchitra Mallik
Subject: Internship Offer Letter

Date: 3rd December, 2022

Dear Suchitra Mallik,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



Welcome to the Labcorp Global Internship Program!

Our team is driven by our company mission to improve health and improve lives. Each year we seek talent students from around the world to join our team as part of the Labcorp Global Internship Program and we are thrilled you have chosen to join us!

At Labcorp, our people are our strength. That's why we are committed to developing our student interns. We aim to create an environment that stimulates growth where you can achieve your fullest potential and fuel our organizational success.

As the University Relations team prepares for your internship experience, we look forward to getting to know you, working alongside you, sharing ideas and cheering you on as you accomplishing projects that advance research and healthcare around the world. In return, you can expect an intern experience full of hands on learning, challenging assignments, professional development and networking with some of the world's brightest scientific and healthcare leaders.

Between now and your start date, we will send you occasional communications with information and resources to prepare for your internship. If at any time, you have questions, please do not hesitate to reach out to us directly.

Again, the entire Labcorp community is excited you're joining us in 2023. It's going to be a great year!

Warm Regards,

Rebecca Verhulst - Volkmann

Director, Global Early Talent

labcorp



**INTERNSHIP CONTRACT
PRIVATE & CONFIDENTIAL**

SCHEDULE I

Summary of Terms and Conditions

Name: Suchitra Mallik

Address: Hongasandra, Bengaluru, Karnataka, Bengaluru- 560068 India

Date of Agreement: 1 February 2023

We are pleased to offer you (the "Intern") an internship (the "Internship") with Labcorp Drug Development India Private Limited, a company incorporated under the Companies Act, 1956 (as amended from time to time) and having its registered office at Bldg No1, 601, Raheja Mindspace Plot Gen/2/1/D, Gen 2/1/E Gen/2/1/F MIDC Trans. Thane Indus area Shiravane, Thane Navi Mumbai, Thane, Maharashtra, 400706 India, (the "Company"), upon the following terms and conditions (this "Agreement").

Nothing in this Summary of Terms and Conditions is intended to replace the language of the full Detailed Terms and Conditions provided below in the body of this Agreement. The Summary of Terms and Conditions is only intended to provide you with a general overview of the full Detailed Terms and Conditions. It should not be read alone. It should be read in conjunction with the actual provisions of the Agreement which contain additional and important terms and conditions of the Internship.

Reporting Manager: Mythreya SK

Start Date: February 28, 2023

End Date: August 25, 2023

Internship Duration: 6 months

Base Location: Office

Hours of Work per Week: 40 hours

Monthly Stipend: ₹20,000.00

Days of Annual Leave (Excluding Bank/Statutory Holidays): 10.5 days

Sodexo Card: ₹1,100.00

Limited Medical Insurance: As Per Company Policy

1. Pre-Internship Conditions

This Agreement and the commencement date set forth in Schedule I is conditional upon satisfactory completion of background checks as permitted under applicable laws.

Failure to satisfactorily complete the background checks may result in the deferral of the commencement date to a later date to be determined by the Company, withdrawal of the Agreement, or termination of Agreement, in accordance with the terms of this Agreement and applicable laws.

2. Position and Place of Work

You are to hold the position of Intern for the duration of the Agreement. You be required to be based at the Company's premises located at 29, Union Street, MSR Vaishnavi, Off Infantry Road, Bangalore – 560001, landmark – near Cubbon Park Metro Station.

3. Performance and Covenants

During your internship you confirm and agree that you will:

- perform the internship faithfully, diligently and to the best of your abilities and subject always to the directions and superintendence of the Company;
- act at all times in the Company's best interests; and
- ensure compliance with the Company's policies and procedures.

You hereby expressly agree that you shall be required to work in shift timings which will be assigned to you by the Company from time to time and which may also include night shifts. You are required to work for 5 (five) days in a week and your weekly off may not necessarily be on Saturday and Sunday and will be intimated as such by the Company based on work requirements. It is hereby clarified that the Company will provide you with transportation if you are working in the shift timings, as per its policy, without any cost to you.

It is expressly made clear and confirmed by you that you are above 18 (eighteen) years of age and are not disqualified under any law or contract to be appointed as an intern with the Company.

You will not engage yourself, directly or indirectly with or without remuneration in any employment, trade, business calling or consultancy, nor shall you provide your services, during the internship and at all times thereafter, to any other person(s), company, partnership, venture, firm, corporation, business entity or other organization whatsoever, which in the Company's sole opinion is similar to or would compete with the assignment to be completed by you under this internship.

4. Confidentiality and Intellectual Property Rights

You hereby expressly agree to take whatever measures are reasonably necessary to preserve and protect the Company's confidential information. You will not, directly or indirectly, use for your own benefit or purposes, or disclose to or copy, or use for the benefit or purposes of, anyone other than the Company or any related bodies corporate any confidential information, or intellectual property of the Company. Your obligations with respect to the Company's confidential information continue beyond the end of your internship.

Without the express written permission by the Company, you shall not be allowed to take photographs, or make film or audio recordings on the Company's premises. In the event you are required to submit any information, report or presentation relating to the Internship performed hereunder ("Materials") to your educational institution or university ("University") in which you are pursuing a vocation or degree, you will not use or disclose any confidential information of the Company or its client in such Materials and shall obtain the prior written approval of your line manager prior to submission of the Materials to your University.

It is agreed that all the right, title and interest in any work created by you in the course of discharging your internship responsibilities shall vest with the Company and you waive the right to claims any such right, title and interest in any work created by you in the course of your internship. You will further give a declaration of assignment to the Company, as may be required from time to time, for any work done by you on behalf of the Company.

5. Nature of Position

You acknowledge that you are not an employee of the Company and no employment relationship will be created between us and you whilst performing the internship or arising from the internship. Nothing in this Agreement creates or intends to create an employment relationship and this letter cannot be used as evidence to allege that such a relationship exists.

6. Compensation

The Company will provide you with a stipend per month along with other entitlements, during the term, as specifically stated in Schedule 1, in consideration for all the contributions and participation offered by you as an intern to the Company. This amount will be subject to any tax deductions provided by law. The Company makes no representation of any increase in stipend or other benefits, either with regard to the quantum or duration of such increase. You will be liable to bear and pay all taxes levied on the stipend as per the applicable laws as amended from time to time.

7. Term

Your internship will commence on the Start Date as set forth in Schedule 1 and cease on the End Date as set forth in Schedule 1. Where appropriate and practicable (except in the case of breach of this Agreement or Company's policies by you or misconduct on your behalf or conviction for crime or fraud or other similar instances including insubordination), the Company will endeavour to give you at least 1 weeks' notice or compensation in lieu thereof if the Company no longer requires you as an intern. You are expected to do the same. You further agree that if your internship is terminated by the Company, the Company will not be required to offer you re-internship or employment in any circumstance.

Nothing in this Agreement requires the Company to maintain your internship for any minimum period nor to continue your internship on an ongoing basis.

Nothing herein contained shall constitute or be deemed to constitute you as an employee in the employment of the Company or deemed to provide you with an offer of employment upon the expiry of the term. Accordingly, you are not be entitled to any remuneration, benefits, amenities or facilities which are extended by the Company to its employees.

8. Leave

You shall, in addition to the public and bank holidays designated by the Company, be entitled to the number of Annual Leave as set forth in Schedule 1. The Annual Leave entitlement will be calculated on a pro-rata basis dependent on the Employee's start date in compliance with applicable law. All Annual Leave entitlement should be taken within the calendar year.

9. Indemnity

You agree to release and indemnify and keep indemnified the Company and our present and former officers, directors, employees, representatives, volunteers, agents and /or contractors in respect of any liability, loss, damage, accident, injury, sickness, death, claim, demand, charge, action, cost (including legal costs on an indemnity basis) or other expense that we incur directly or indirectly for any reason, arising out of or in connection with your internship, your conduct, your travel arrangements and/or your work with us in India or overseas, our projects both in India and/or overseas, the deeming (by any authority, Court, tribunal or otherwise) of you to be our employee or any other matter arising from this Agreement.

10. Workplace Surveillance

All use of the Company's electronic communications systems (including email and the Internet) is subject to continuous, ongoing surveillance by the Company from the commencement of your internship. The Company may monitor, access and record your emails and any Internet sites you visit. Surveillance will take place using the Company's computer equipment and technology systems or by any other method the Company considers appropriate.

11. Entire Agreement

This Agreement between you and the Company relating to your internship with the Company replaces, supersedes and cancels all other oral and written understanding and agreements between you and the Company that may have existed prior to the date of this contract.

12. Variation

This Agreement may only be amended in writing, signed by both parties.

13. Governing Law

This Agreement is governed by the laws of India and the law of the State or Territory in which you are normally based when performing the internship.

14. Severability

If any provision of this Agreement is unenforceable, illegal or void that provision is severed and the other provisions of this Agreement remain in force.

15. Personal Data

By signing this Agreement, you give your consent to the Company to and organizations engaged by the Company who process personal data on behalf of the Company to, receive, store, or process your personal information and transfer such information received by the Company from you to its associated companies, pursuant to your engagement under the terms of this Agreement, strictly in accordance with the applicable laws.

16. Assignment

This Agreement is personal to you and is not capable of any assignment.

Please acknowledge your agreement and acceptance of the above terms and conditions by signing the duplicate copy of this Agreement

IN WITNESS WHEREOF, the Parties hereto have duly executed and delivered this Agreement on the day and year first above written.



David Cooper
VP, Recruiting

For and on behalf of Labcorp

ACCEPTANCE

Date of acceptance of this offer:

Suchitra Mallik



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Poojita Kotagi <poojita.k@tataelxsi.co.in>

Tue, Dec 6, 2022 at 1:35 PM

To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Cc: Varun Singh <varun.s1@tataelxsi.co.in>

Hello sir,

PFB list of final selects:

Candidate Name	Primary Email	8Aphite
Shaun Jericho S	shaunjerichoseee2023@gmail.com	9739361200
Snehal Kumar Singh	snehalkumarsinghcse2023@gmail.com	8789145349
Suchitra Mallik	suchitramcse2023@gmail.com	7085963196
Kushal Na J	kushaljcse2023@gmail.com	8660105477
Aishwarya P	aishwaryapise2023@gmail.com	9901196419
Amisha Kumari	amishakumariise2023@gmail.com	8088459306
Madhura D	madhuradise2023@gmail.com	7899145545

Congratulations to them.

I would like to take this opportunity to thank you for being a great host and helping in the smooth run of the event and making it a successful one. Thanks to all the coordinators who supported unconditionally throughout the day.

Please feel free to connect with me for any further queries.

Thanks once again

Regards,
Poojita Kotagi

Associate Executive

TATA ELXSI

ITPB Road, Whitefield, Bangalore 560 048 India

M: +91 9113290227

www.tataelxsi.com

From: Poojita Kotagi <poojita.k@tataelxsi.co.in>

Sent: Saturday, December 3, 2022 3:41 PM

To: The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Cc: Varun Singh <varun.s1@tataelxsi.co.in>

Subject: Re: TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Hello sir,



Letter of Intent (LOI)

Superset ID: 3619076

Date: November 25, 2022

Dear Sushmitha N Jalli,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" Cognizant ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" Employment Agreement ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

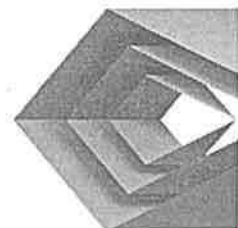
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Letter of Internship and Employment offer: Private and Confidential

February 02, 2023

Shwetha R,

Dear Shwetha,

We are very pleased to invite you to join us as a **Technical Consultant** with **Doppio Group Private Limited (Doppio Group, Company, Employer)**, a wholly owned subsidiary of **Doppio Group Inc.**, a USA-based company. You will report to the **VP of Consulting Services**, Bangalore [or another person determined by the Company from time to time]. This offer is conditional upon having valid documents and is subject to verification and confirmation.

You will be joining our internship program for the first 3-4 months. We hereby emphasize that your employment at Doppio Group will be confirmed upon the successful completion of the Internship Program.

Your internship and Employment are subject to a high degree of work ethics and diligence. The company is entitled to discontinue the internship and employment at any time with just cause.

You are requested to report to work on **1st March 2023** at our Bangalore office located at **StartupHuts, 1st Floor Cabin-C102 #334, 27th Main, HSR Layout, Sector 02, Bangalore-560102, Nearest Landmark: OPP to KLM fashion mall.**

- Your reporting time on the joining date is 2.00 pm IST and the contact person is Ms. **Ashwini Mahendra +91 9632164164.**
-
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in ANNEXURE-B.
- For any clarifications, please contact ashwini@doppiogroup.com (Monday to Friday between 9:30 AM- 6:00 PM), +91 9632164164.

Our offer of Internship and employment is conditional upon you agreeing to and abiding by the terms and conditions defined by ANNEXURE-C. Kindly confirm your acceptance by sending a signed copy of this offer letter on all pages ASAP.

We look forward to a long and mutually rewarding relationship.

With best wishes

Yours sincerely

For Doppio Group Private Limited

Ashwini M Digitally signed by Ashwini M
Date: 2023.02.02 18:35:13
+05'30'

Ashwini Mahendra

Director of Human Resources

Salary and Compensation:

ANNEXURE-A: Effective from 1st March 2023 (or the starting date)

Location:	Bangalore
Designation:	Technical Consultant-Intern

Components	Monthly Stipend (In Rs.)
Basic	15,000.00
HRA	-
EPF contribution	-
Other Flexible compensation	-
Total Fixed Stipend	15,000.00

Full-Time employee:

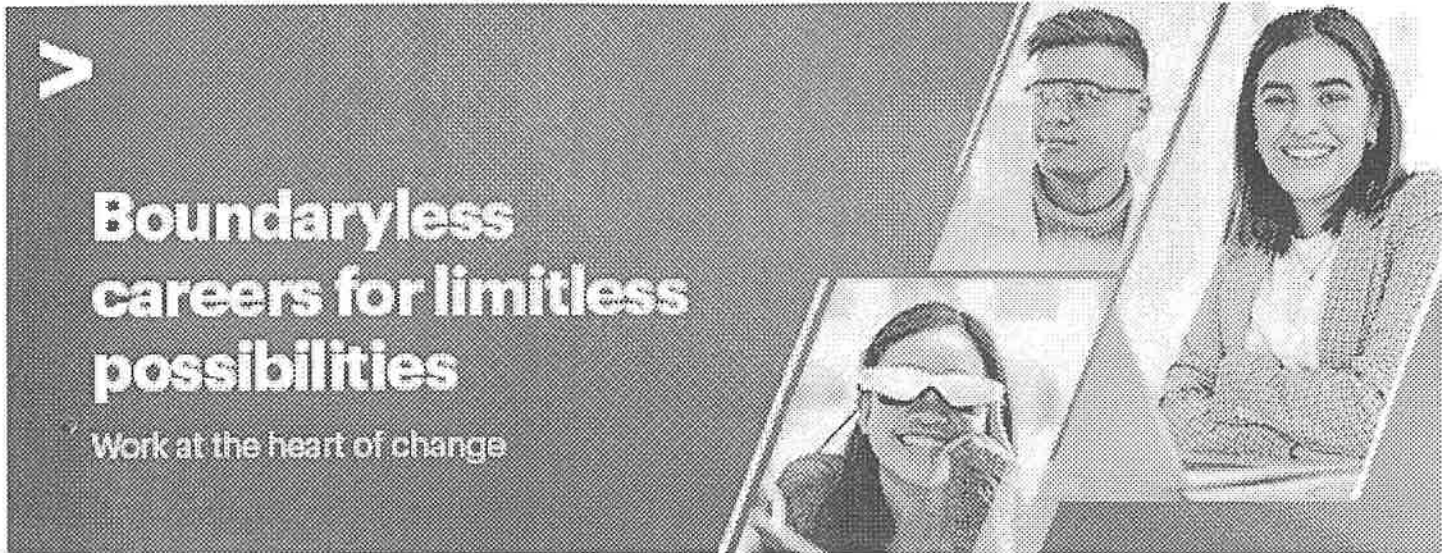
Designation:	Technical Consultant
--------------	----------------------

Components	Annual Salary (In Rs.)
Basic	3,50,040.00
HRA	1,75,020.00
Conveyance & Medical Allowance	34,200.00
Telephone/Internet Allowance	24,000.00
EPF contribution	21,600.00
Special & Other allowances	95,140.00
Total Fixed Pay	7,00,000.00

In words: Rupees Seven Lakhs only

Notes:

- Your compensation is subject to deduction of income tax in accordance with the provisions of the Income Tax Act, 1961
- The above-mentioned CTC includes employer and employee contributions towards retirement benefits and taxes on employment as provided in law.



To,

Name : Syeda Misbah Hussain

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

Dear Syeda Misbah Hussain,

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

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

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

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

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

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

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

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

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

Annexure A

- Career Level - 12
- Proposed role - **Application Development Associate**
- **Annual fixed compensation** for the fiscal will be **INR 3,83,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- **Local Variable Bonus** - At your career level, the maximum annual target variable pay-out is estimated as **INR 32,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- **Maximum Annual Total earning potential – INR 4,15,500 /-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000**; payable upon successful completion of initial training as per company process.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
Notional Insurance Premium paid by Company – **INR 11,400 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,58,300/-**

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

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

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

Syeda Misbah Hussain

10X19CS107

75



INTERNSHIP CONTRACT
PRIVATE & CONFIDENTIAL

SCHEDULE I
Summary of Terms and Conditions

Name: Syeda Misbah Hussain

Address: C-6, Royal Green Apartment, Malleshwara, Bangalore- 560076 India

Date of Agreement: 2 February 2022

We are pleased to offer you (the "Intern") an internship (the "Internship") with Labcorp Drug Development India Private Limited, a company incorporated under the Companies Act, 1956 (as amended from time to time) and having its registered office at Bldg No1, 601, Raheja Mindspace Plot Gen/2/1/D, Gen 2/1/E Gen/2/1/F MIDC Trans. Thane Indus area Shiravane, Thane Navi Mumbai, Thane, Maharashtra, 400706 India, (the "Company"), upon the following terms and conditions (this "Agreement").

Nothing in this Summary of Terms and Conditions is intended to replace the language of the full Detailed Terms and Conditions provided below in the body of this Agreement. The Summary of Terms and Conditions is only intended to provide you with a general overview of the full Detailed Terms and Conditions. It should not be read alone. It should be read in conjunction with the actual provisions of the Agreement which contain additional and important terms and conditions of the Internship.

Reporting Manager: Mythreya SK

Start Date: 28 February, 2023

End Date: 25 August, 2023

Internship Duration: 6 months

Base Location: Office

Hours of Work per Week: 40 Hours

Monthly Stipend: ₹20,000.00

Days of Annual Leave (Excluding Bank/Statutory Holidays): 10.5 days

Sodexo Card: ₹1,100.00

Limited Medical Insurance: As Per Company Policy

1. Pre-Internship Conditions

This Agreement and the commencement date set forth in Schedule I is conditional upon satisfactory completion of background checks as permitted under applicable laws.

Failure to satisfactorily complete the background checks may result in the deferral of the commencement date to a later date to be determined by the Company, withdrawal of the Agreement, or termination of Agreement, in accordance with the terms of this Agreement and applicable laws.

2. Position and Place of Work

You are to hold the position of Intern for the duration of the Agreement. You be required to be based at the Company's premises located at 29, Union Street, MSR Vaishnavi, Off Infantry Road, Bangalore – 560001, landmark – near Cubbon Park Metro Station.

3. Performance and Covenants

During your internship you confirm and agree that you will:

- perform the internship faithfully, diligently and to the best of your abilities and subject always to the directions and superintendence of the Company;
- act at all times in the Company's best interests; and
- ensure compliance with the Company's policies and procedures.

You hereby expressly agree that you shall be required to work in shift timings which will be assigned to you by the Company from time to time and which may also include night shifts. You are required to work for 5 (five) days in a week and your weekly off may not necessarily be on Saturday and Sunday and will be intimated as such by the Company based on work requirements. It is hereby clarified that the Company will provide you with transportation if you are working in the shift timings, as per its policy, without any cost to you.

It is expressly made clear and confirmed by you that you are above 18 (eighteen) years of age and are not disqualified under any law or contract to be appointed as an intern with the Company.

You will not engage yourself, directly or indirectly with or without remuneration in any employment, trade, business calling or consultancy, nor shall you provide your services, during the internship and at all times thereafter, to any other person(s), company, partnership, venture, firm, corporation, business entity or other organization whatsoever, which in the Company's sole opinion is similar to or would compete with the assignment to be completed by you under this internship.

4. Confidentiality and Intellectual Property Rights

You hereby expressly agree to take whatever measures are reasonably necessary to preserve and protect the Company's confidential information. You will not, directly or indirectly, use for your own benefit or purposes, or disclose to or copy, or use for the benefit or purposes of, anyone other than the Company or any related bodies corporate any confidential information, or intellectual property of the Company. Your obligations with respect to the Company's confidential information continue beyond the end of your internship.

Without the express written permission by the Company, you shall not be allowed to take photographs, or make film or audio recordings on the Company's premises. In the event you are required to submit any information, report or presentation relating to the Internship performed hereunder ("Materials") to your educational institution or university ("University") in which you are pursuing a vocation or degree, you will not use or disclose any confidential information of the Company or its client in such Materials and shall obtain the prior written approval of your line manager prior to submission of the Materials to your University.

It is agreed that all the right, title and interest in any work created by you in the course of discharging your internship responsibilities shall vest with the Company and you waive the right to claims any such right, title and interest in any work created by you in the course of your internship. You will further give a declaration of assignment to the Company, as may be required from time to time, for any work done by you on behalf of the Company.

5. Nature of Position

You acknowledge that you are not an employee of the Company and no employment relationship will be created between us and you whilst performing the internship or arising from the internship. Nothing in this Agreement creates or intends to create an employment relationship and this letter cannot be used as evidence to allege that such a relationship exists.

6. Compensation

The Company will provide you with a stipend per month along with other entitlements, during the term, as specifically stated in Schedule 1, in consideration for all the contributions and participation offered by you as an intern to the Company. This amount will be subject to any tax deductions provided by law. The Company makes no representation of any increase in stipend or other benefits, either with regard to the quantum or duration of such increase. You will be liable to bear and pay all taxes levied on the stipend as per the applicable laws as amended from time to time.

7. Term

Your internship will commence on the Start Date as set forth in Schedule 1 and cease on the End Date as set forth in Schedule 1. Where appropriate and practicable (except in the case of breach of this Agreement or Company's policies by you or misconduct on your behalf or conviction for crime or fraud or other similar instances including insubordination), the Company will endeavour to give you at least 1 weeks' notice or compensation in lieu thereof if the Company no longer requires you as an intern. You are expected to do the same. You further agree that if your internship is terminated by the Company, the Company will not be required to offer you re-internship or employment in any circumstance.

Nothing in this Agreement requires the Company to maintain your internship for any minimum period nor to continue your internship on an ongoing basis.

Nothing herein contained shall constitute or be deemed to constitute you as an employee in the employment of the Company or deemed to provide you with an offer of employment upon the expiry of the term. Accordingly, you are not be entitled to any remuneration, benefits, amenities or facilities which are extended by the Company to its employees.

8. Leave

You shall, in addition to the public and bank holidays designated by the Company, be entitled to the number of Annual Leave as set forth in Schedule 1. The Annual Leave entitlement will be calculated on a pro-rata basis dependent on the Employee's start date in compliance with applicable law. All Annual Leave entitlement should be taken within the calendar year.

9. Indemnity

You agree to release and indemnify and keep indemnified the Company and our present and former officers, directors, employees, representatives, volunteers, agents and/or contractors in respect of any liability, loss, damage, accident, injury, sickness, death, claim, demand, charge, action, cost (including legal costs on an indemnity basis) or other expense that we incur directly or indirectly for any reason, arising out of or in connection with your internship, your conduct, your travel arrangements and/or your work with us in India or overseas, our projects both in India and/or overseas, the deeming (by any authority, Court, tribunal or otherwise) of you to be our employee or any other matter arising from this Agreement.

10. Workplace Surveillance

All use of the Company's electronic communications systems (including email and the Internet) is subject to continuous, ongoing surveillance by the Company from the commencement of your internship. The Company may monitor, access and record your emails and any Internet sites you visit. Surveillance will take place using the Company's computer equipment and technology systems or by any other method the Company considers appropriate.

11. Entire Agreement

This Agreement between you and the Company relating to your internship with the Company replaces, supersedes and cancels all other oral and written understanding and agreements between you and the Company that may have existed prior to the date of this contract.

12. Variation

This Agreement may only be amended in writing, signed by both parties.

13. Governing Law

This Agreement is governed by the laws of India and the law of the State or Territory in which you are normally based when performing the internship.

14. Severability

If any provision of this Agreement is unenforceable, illegal or void that provision is severed and the other provisions of this Agreement remain in force.

15. Personal Data

By signing this Agreement, you give your consent to the Company to and organizations engaged by the Company who process personal data on behalf of the Company to, receive, store, or process your personal information and transfer such information received by the Company from you to its associated companies, pursuant to your engagement under the terms of this Agreement, strictly in accordance with the applicable laws.

16. Assignment

This Agreement is personal to you and is not capable of any assignment.

Please acknowledge your agreement and acceptance of the above terms and conditions by signing the duplicate copy of this Agreement

IN WITNESS WHEREOF, the Parties hereto have duly executed and delivered this Agreement on the day and year first above written.



David Cooper
VP, Recruiting

For and on behalf of Labcorp

ACCEPTANCE

Date of acceptance of this offer:

Syeda Misbah Hussain

Letter of Intent (LOI)

Superset ID: 3614234

Date: November 25, 2022

Dear Tejaswini k s,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

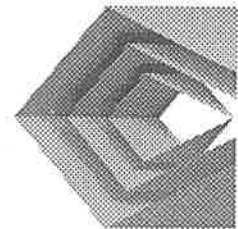
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Letter of Intent (LOI)

Superset ID: 3619131

Date: November 25, 2022

Dear Thrisha R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. You are also eligible for a One-time Skill Bonus* of INR 25,000/-. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

*One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

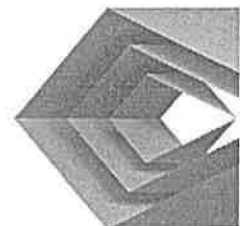
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Six Dee Telecom Solutions Private Limited
#26, J. P. Nagar 3rd Phase, Bannerghatta Road, Bengaluru 560 076, INDIA.
Tel. +91 80 4048 5959 / 4131 1300 / 300 - www.6dtechnologies.com

Thrupthi P

21 February 2023

9663947025

thrupthipcse2023@gmail.com

Dear Thrupthi,

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

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

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

REMUNERATION

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

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 400000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

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

We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh
Manager - Human Resources
For and on behalf of
Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, THRUPTHI P., s/o/d/o PRAKASH. L., accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature *Thrupthi* Date 11/03/2023
(Thrupthi P)



USN: 10X19CS112

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TOMS JOHN

8-B

Date: 2nd November, 2022

Name: Toms John

College: Oxford College of Engineering

Letter of Intent (LOI)

Dear Toms John,
Congratulations!

In continuation to our discussions, we are pleased to offer you the role of Associate Engineer in Brillio Technologies Private Limited (Brillio). Upon your acceptance of this Letter of Intent, and subject to you meeting all the applicable requirements under this letter, you will receive a formal offer letter, which will outline the specific employment terms and conditions.

In this regard, we are proposing compensation package which includes an annual CTC of INR 6,00,000 and ACE bonus of up to INR 4,00,000, the details of which are set forth in Annexure 1 to this letter.

Please note this letter of intent is not an offer of employment or a legally binding contract of employment. The contents of this letter are strictly between you and Brillio. Please treat this letter and the contents hereof as personal and confidential.

The final Employment Offer Letter shall be subject to your:

- Passing the final semester examination of graduation in the first attempt
- Completing your course in the summer of 2023
- Securing an average of 60% or equivalent and above across all semesters during graduation
- Not having any academic year drops
- No re-attempts/ATKTS/backlogs/arrears allowed in the final semester of any course
- Submitting all necessary documents at the time of joining

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, Brillio reserves the right to revoke this Letter of Intent without any notice.

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

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

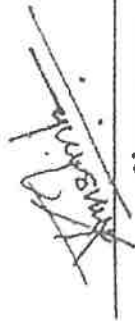
If the above stated terms are acceptable to you, kindly acknowledge and share scanned soft copy of your Letter of Intent within 7 days from the date of issue on OnCampus@brillio.com confirming

brilio

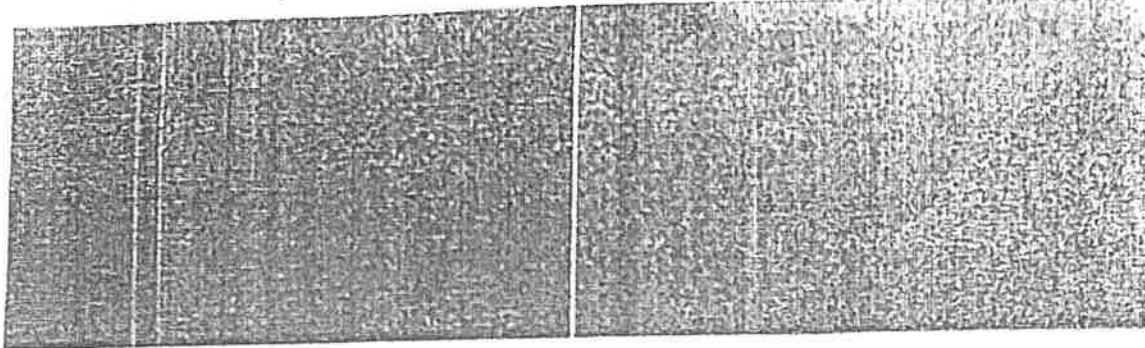
Name: Toms John

Role: Associate Engineer

I have read, understood and agree to the terms and conditions as set forth in this letter.



Signature



Tushar
10X19CS113

(81)

@ ellucian.



January 13, 2023

Tushar S

Bangalore, Karnataka, India

Dear Tushar,

We are delighted to offer you a role at Ellucian Higher Education Systems India Private Limited ("Ellucian" or the "Company"). Congratulations! Serving more than 2,700 customers in over 50 countries, reaching over 20 million students, we are the largest provider of ERP systems and cloud services to the higher ed market. We keep innovating as higher education keeps evolving. Ellucian guides its customers through manageable, sustainable digital transformation — so that every type of institution and student can thrive in today's fast-changing landscape. Together, we are powering the future of higher education.

Your new career with us

Ellucian Higher Education Systems India Private Limited is delighted to offer you the position of Technical Intern (Undergraduate), reporting to Vijay Chintamani. As agreed, your work location will be India - Bangalore Office, and your first day will be February 16, 2023. This is a temporary position. Your expected internship assignment end date is May 15, 2023.

Your Compensation & Benefits

Your Stipend will be ₹35,000.00 per month (Inclusive of any applicable taxes). Your Work hours will be a minimum of 40 hours per Week.

Full time employment

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter. Prior to joining Ellucian, you must successfully complete the prescribed Internship program as detailed below:

At Ellucian, we invest in skill and capability development of our campus selects even before they join us as full-time employees. This is through Ellucian Internship program. These programs focus primarily on technical and personality development. You could enroll in either of these as per your college processes while in the final semester. This forms a critical part of your employment with Ellucian. Your onboarding with Ellucian would be prioritized based on the successful completion of same. In the event of non-completion of the Internship program, Ellucian may at its sole discretion revoke this offer of employment.

The Ellucian Internship program is for approximately 3 months duration. Your performance during the Internship will be monitored through formal evaluations and rewarded with monthly stipend. Subject to your successful completion of the company's internship program, determined at the Company's sole discretion, you may be offered full-time employment.

What happens next

Prior to your first day, you will be receiving communications from Ellucian's onboarding coordinator. Your manager will also

ANNEXURE - A

Name	Tushar S	
Designation	Software Engineer I / Cloud Engineer I	
Salary Component	INR Per Month	INR Per Annum
Basic Salary	₹25,000	₹300,000
House Rent Allowance	₹10,000	₹120,000
Conveyance Allowance	₹1,600	₹19,200
Medical Reimbursement	₹1,250	₹15,000
Flexi Benefit Plan*	₹8,867	₹106,400
Special Allowance	₹12,783	₹153,400
Employer Contribution to PF (12% basic salary)	₹3,000	₹36,000
Gross Salary (A)	₹62,500	₹750,000
Annual Gratuity contribution **		₹14,423
Education Assistance Program		₹50,000
Medical, Accident and Life Insurance Premium		₹49,000
Annual Health Check up Plan		₹5,000
Non-Cash Benefits (B)		₹118,423
Total Annual Compensation (A) + (B)		₹868,423

* Flexible Benefit Plan – This is a basket of benefits that employees need to declare in the beginning of the financial year. The declaration upon submission of the receipts would provide tax exemption for the following:

Leave Travel Allowance	50,000 – Twice in a block of four years***
Sodexo Coupons	2,200 – Maximum Per Month**
Internet/Mobile Exemption	2,500 – Maximum Per Month**

*** The residual balance would be subjected applicable tax and subject to terms and conditions.

**Payment of gratuity is as per Gratuity Payment Act 1972

DocuSigned by:

Tushar S

06122430641742C

Tushar
10X19CS113

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08-December-2022

Dear **Tushar**,Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern**.

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

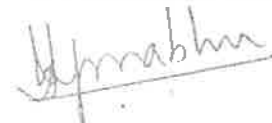
As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,
For **Finnovation Tech Solutions Pvt. Ltd.**



Ashwin Prabhu
Head - Human Resources



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Offer: Computer Consultancy
Ref: TCSL/DT20223137684/Bangalore
Date: 21/12/2022

Mr. Tushar Tushar
#41, 3rd Floor, 6th Cross 7th Main, Srinivasa Layout, Hongasandra, Begur Main Devarachikanahalli Road,
Opposite To Srinivasa Layout Appartment,
Bangalore-560068,
Karnataka.
Tel# 91-7848955572

Dear Tushar Tushar,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20223137684

1

TATA CONSULTANCY SERVICES

HYDERABAD: MC-1 BLOCK, #2, EPB, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Norman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



Nov 08, 2022

Vidula R,
Bangalore

Offer Letter

Dear Vidula R,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AMR Tech Park # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 100012000
Branch Office: Mutha # 7, 8B, HDEEPark, ELCOF SEZ, Coimbatore - 631 014, INDIA. Tel: +91 420 454 7700

www.visionetsystems.com



Name	Vidula R	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Vidula R
(Signature & Date)

Visionet Systems Private Limited

Registered Office: WAFI Tech Park # 23 & 24, Hosur Main Road, Bangalore - 560 068 (INDIA) Tel: +91 80 6669 0000

Branch Office: Moolle # 105, HOLEYSUR, ELCOFFER SEZ, Coimbatore - 641 011 (INDIA) Tel: +91 422 454 7700

www.visionetsystems.com



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1899

Date : 27 March 2023

Dear Yashaswi R,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 05 April 2023

Training Period : 05 April 2023 to 14 April 2023

On the Job Training Start Date: 15 April 2023

On the Job Training End Date: 14 October 2023

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: INR **15000** Per Month

Incentives : INR **10000**

Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: Yashaswi R.
(Candidate's Signature)

DATE: 27/3/23

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: Yashaswini
(Candidate's Signature)

DATE: 27/3/22

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: Yashawik
(Candidate's Signature)

DATE: 27/3/23



INTERNSHIP LETTER

Ajit Kumar Sah ,

Date: Thursday, March 16, 2023

Welcome to BYJU'S!

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

We are pleased to offer you the position of Intern - Sales BTC on following terms & conditions:

Offer Details:

Designation:	Intern - Sales BTC
Department:	Sales BTC
Employment Type:	Intern
Date of Joining:	Tuesday, March 28, 2023
Internship End Date:	Sunday, May 28, 2023
Role Location:	BTC, #1023, 1st Floor, Geetha Arcade, Anant Nagar Main Road, Kammasandra, Electronic City Phase II, Bengaluru, Karnataka 560100
Stipend per Month:	16000 INR

As per the government guidelines, tax deduction will be 10% for those who have PAN Card, otherwise, the tax deduction will be 20%. Therefore, please apply for a PAN Card, at the earliest, in case you do not have one..

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You are requested to submit documents listed in Annexure B prior to commencement of your internship.

You will be paid a stipend of 16000 INR per month for the internship period.

You are required to acknowledge your availability for the internship within 48 hours from the receipt of this letter, failing which the internship offer will automatically stand withdrawn.

Your internship will commence on Tuesday, March 28, 2023 , failure to report to the Company on such date would indicate your unwillingness to intern with the Company and the internship offer shall automatically withdrawn, unless an extension of the date of commencement of internship has been mutually agreed in writing. Upon completion of your internship for the period set out under the contract, you shall have no right whatsoever to claim any renewal of the internship period as such.

The Company will be entitled to terminate your internship by giving you 2 days of notice in writing. In the event you desire to discontinue the internship, you will be required to give the Company 2 days of notice in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful internship and career opportunity with us.

Please submit the signed copy of this internship letter on the date of commencement of your internship.

Yours sincerely,
Think & Learn Pvt. Ltd.
Human Resources

Accept Offer by signing below
Signature

This is system generated offer letter and does not require authorised signature.

Annexure A

Reporting: You will be assigned a supervisor on the first day of the internship and you must act in accordance with the instructions of your supervisor. Being an intern of the Sales BTC function, you will carry out such tasks as may be entrusted to you from time to time by your supervisor. During the internship period, you shall be required to work directly with your team coordinators and / or other staff members of the Company. You shall be required to work approximately [48] hours a week for a period of 90 days.

Exclusivity: You shall not undertake any other assignment during the currency of your internship with the Company. Any contravention thereof will lead to the forthwith termination of your internship.

Policies: You will abide by the Company's policies, regulations, code of conduct, and procedures on safety, security and anti-sexual harassment, presently in force or as introduced/amended from time to time. You will be required to follow the rules of discipline and time etiquette prescribed by the Company and conduct yourself in accordance with the decorum of the workplace and maintain the highest standard of ethics. The Company reserves the right to forthwith terminate your internship at any given point of time during its currency in the event you are found involved in tardiness, unethical practices, fraudulent activities, misrepresentation etc.

Confidentiality: You are duty bound to protect and not disclose to anyone, all information including information classified as confidential, coaching materials, developed material and documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

You acknowledge that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Company property: If for the performance of any tasks allocated to you, you are handed over any Company property including but not limited to any educational materials, records etc. then you shall be responsible for the safekeeping and return in good condition (immediately upon the task being completed or at the time of termination or any time during the internship) and order of all such properties of the Company, which may be in your case, custody, care or charge. For the loss of any properties of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account such material or property to its satisfaction.

Absence: You are required to report any sickness absence as soon as is practicably possible to your supervisor and provide medical supporting of sickness where sickness lasts 3 (three) days or more. During the internship, you will get 1 casual leave per month and public holidays (if applicable during the internship tenure). If you are absent from duty other than the applicable leaves and holidays, such days of absence may be treated as loss of pay days or the internship may be discontinued as per the management decision. The internship stipend will be paid on a pro-rata basis depending on the no. of days you were present and worked as an intern.

Conduct: You shall abide by all reasonable and lawful directions given to you by or under the authority of the Company during your internship. You will conduct yourself in good standing at all times and abide by the law of the land whether in relation to your internship or otherwise. In the event any complaint or proceeding is initiated against you during the internship period, whether civil or criminal in nature, you will immediately inform the Company of the same. Our basic premise in conduct of business: interns should do nothing that might be unethical, discredit or embarrass the Company, its clients, or themselves as interns of the Company. All Think & Learn Pvt. Ltd., interns are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception. If the intern violates the code of conduct, the management may decide to terminate the internship.

Termination: Your internship shall automatically come to an end at the expiry of the internship period set out herein. Your internship may be terminated, prior to expiry of the internship period, in the event of disqualification including but not limited to embezzlement, fraud, gross

negligence, criminal offenses -alleged or guilty, or a material violation of terms of this Letter or any applicable Company policies or you are found to be absconding from the internship program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

Certificate: Internship certificate will be provided only upon successful completion of the internship tenure. If the resignation is initiated by you or you have been relieved early due to violation of terms of this letter, you will not receive the certificate.

Representation: This internship has been made based on the information furnished by you in your application. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then the internship will be terminated without notice.

Relationship between parties: This internship is not and shall not be, at any point, treated or construed as a contract of employment between you and the Company or commitment for employment in the future. The Intern shall not have the authority to bind or represent the Company in any manner whatsoever.

Post completion of internship: Completion of the internship does not guarantee an offer of employment with the Company. However, basis a qualitative and quantitative analysis of the performance during the internship and upon successful completion of the internship and completion of course, the Company may, at its sole discretion, consider providing an offer of employment as an associate to the in a role, which may be in sales function, as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. The compensation package for such permanent position, if any, offered by the Company will be as per the prevalent market practices, industry conditions and business requirements of the Company (INR 4 LPA -5.5 LPA fixed compensation & up to 3 LPA variable pay annually). The work location may be as determined by the Company from time to time. Provided that, nothing in this clause shall be construed as any commitment or guarantee provided by the Company for any employment or any other engagement with the Company.

Annexure B

- a. Graduation/Post Graduation Mark sheet--All completed semester mark sheets
- b. No Objection Certificate & College ID-Card
- c. Resume
- d. Aadhaar Card(On Aadhaar, DOB should be in DD/MM/YYYY Format)
- e. Voter ID/Passport/Driving License
- f. Cancelled Cheque/Bank Statement/Bank Passbook
- g. Passport Size Photograph
- h. Penultimate year mark sheet
- i. Reference letter from university

Signature

Letter of Intent (LOI)

Superset ID: 3620873

Date: November 25, 2022

Dear ANNAPPA GOWDA,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Letter of Intent (LOI)

Superset ID: 3619983

Date: November 25, 2022

Dear Arunachalam M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct: You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Offer Letter

1 message

Rashmi <rashmi@meltronicsgroup.com>

Tue, Feb 21, 2023 at 10:27 AM

To: arunachalammece2023@gmail.com

Cc: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Dear Arunachalam,

This is with reference to your application subsequent interview held on **04/02/2023**, we are pleased to offer you appointment to the post of **Engineer – Testing** on internship basis the Gross/CTC pay of Rs. **15,000/-** per month (Attendance based Salary). Employment will be confirmed after June 2023 exams.

We require minimum commitment of 2-3yrs for the company.

If our offer is accepted by you please report to duty on **20/02/2023** or intimate the date of joining at earliest.

Location: Meltronics Systemtech Pvt. Ltd.,
#82, A' Block, AECS Layout,
4th Cross, Kundalahalli,
Bangalore - 560037, Karnataka.

While reporting for duty, please bring with you the following Certificates in Original: -

- a) Documentary proof of your date of birth and 2 copies of recent passport size photographs.
- b) Original Certificates regarding your educational qualifications with one set of Photo copies;
- c) Relieving Certificate and Service Certificate from your Present employer, if any.
- d) Bank Statement for Salary Proof, if any
- e) Address Proof, ID Proof
- f) Medical Fitness Certificate
- g) Reference Letter if any

h) COVID Vaccination Certificate

Thanks & Regards,

Rashmi V

HR Manager



- 99. Mail
- Compose
- Inbox 4,169
- Starred
- Snoozed
- Sent
- Drafts 49
- More

Labels

- General Aeronautics - 2...
- Training Proposals 2021 ...
- More

Regards
Tharika



Tharika Tojo <tharika.tojo@smartsocs.com>
to me, Annu
Hello Sir,

Here is the final list of selected students from Oxford engineering college from yesterday's technical interviews

✓ ARUNACHALAM M	7619572202	arunachalammce2023@gmail.com
Divyashree C	7483403606	divyashreecce2023@gmail.com

Regards
Tharika

Thank you. Thanks a lot. Thanks for the update.

Reply Reply all Forward

Date : 27 March 2023

Dear **Basireddy Ramaduggi Reddy**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023Training Period : **05 April 2023 to 14 April 2023**On the Job Training Start Date: **15 April 2023**On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000 Per Month**Incentives : **INR 10000**Target: **200000 INR per month.**

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

Date : 27 March 2023

Dear **Bhoomika R S,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : **05 April 2023 to 14 April 2023**

On the Job Training Start Date: **15 April 2023**

On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000** Per Month

Incentives : **INR 10000**

Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination,• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Gmail

recruitment@faceprep.in

X

9

Compose

Mail

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Starred

Snoozed

Sent

Drafts 49

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Labels

General Aeronautics - 2...

Training Proposals 2021 ...

More

FACE FACE Recruitments <recruitment@faceprep.in>
to me

Dear Sir,

PFB , The list of Selected Candidates list for the role of **Associate Trainer**

Name	Mail ID	Degree	Department	Conf
Bharath Ganni	bharathganniisc2023@gmail.com	B.E	ISE	96
Alekia P	alekiapisc2023@gmail.com	B.E	ISE	96
Dhanush Reddy S	dhanushreddysece2023@gmail.com	BE	ECE	96
Shashi Kumar S	shashiisc2023@gmail.com	B.E	Information Science	86
Inchara K S	incharaksht2023@gmail.com	B.E	BIOTECHNOLOGY	96
Roheed shafi	shafiruheed@gmail.com	B.E	Civil	96

Offer letters will be shared shortly to the candidates

Best Regards,
Shree Pathy Ayyappan V
FACE Recruitment Team



12, Lakshmi Nagar, Avinashi Road, Coimbatore - 641014 | Tel: 9597523700 | Email: recruitment@faceprep.in
e: www.faceprep.in

The information contained in this email and any attachments is confidential and may be subject to property protection. If you are not the intended recipient, you are not authorized to use or disclose



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

FW: Offer Letter

1 message

Rashmi <rashmi@meltronicsgroup.com>

Tue, Feb 21, 2023 at 10:28 AM

To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

FYI

From: Rashmi [mailto:rashmi@meltronicsgroup.com]**Sent:** 21 February 2023 10:25**To:** 'dhanushsece2023@gmail.com'**Subject:** Offer Letter

Dear Dhanush S,

This is with reference to your application subsequent interview held on **04/02/2023**, we are pleased to offer you appointment to the post of **Engineer – PCB Design** on internship basis the Gross/CTC pay of Rs. **15,000/-** per month (Attendance based Salary). Employment will be confirmed after June 2023 exams.

We require minimum commitment of 2-3yrs for the company.

If our offer is accepted by you please report to duty on **20/02/2023** or intimate the date of joining at earliest.

Location: Meltronics Systemtech Pvt. Ltd.,
#82, A' Block, AECS Layout,
4th Cross, Kundalahalli,
Bangalore - 560037, Karnataka.

While reporting for duty, please bring with you the following Certificates in Original: -

- a) Documentary proof of your date of birth and 2 copies of recent passport size photographs.

- b) Original Certificates regarding your educational qualifications with one set of Photo copies;
- c) Relieving Certificate and Service Certificate from your Present employer, if any.
- d) Bank Statement for Salary Proof, if any
- e) Address Proof, ID Proof
- f) Medical Fitness Certificate
- g) Reference Letter if any
- h) COVID Vaccination Certificate

Thanks & Regards,

Rashmi V

HR Manager



Letter of Intent (LOI)

Superset ID: 3612465

Date: November 25, 2022

Dear Dheeraj Atri,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-etiquette.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

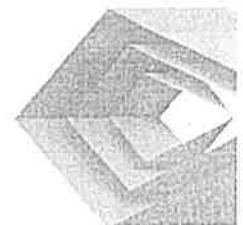
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

To
Dheeraj Atri
Subject: Internship Offer Letter

Date: 3rd December, 2022

12

Dear Dheeraj Atri,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



recruitment@faceprep.in



- 99.
- Mail
- Inbox 4,171
- Chat
- Starred
- Spaces
- Snoozed
- Sent
- Drafts 49
- Meet
- More

Labels

- General Aeronautics - 2...
- Training Proposals 2021 ...
- More

FACE FACE Recruitments <recruitment@faceprep.in>
to me

Dear Sir,
(PFB) The list of Selected Candidates list for the role of "Associate Trainer"

S No	Name	Mail ID	College Name
1	Dheeraj Atri	dheerajatriocp2023@gmail.com	The Oxford College of Engineering
2	Arjun Saiju	alcatelidd1973@gmail.com	The Oxford College of Engineering
3	S Eshwara Varun	eshwarvarun2001@gmail.com	The Oxford College of Engineering

Offer letters will be shared shortly to the candidates

Best Regards,
Srinivasan M
FACE Recruitment Team



12, Lakshmi Nagar, Avinashi Road, Coimbatore - 641014 | Tel: +91 8667504572 8760079937 | Email:
The information contained in this email and any attachments is confidential and may be subject to legal review. If you are not the intended recipient, you are not authorized to use or disclose this information, and we request you to notify us immediately if you have received this message from your mail system.



The Oxford Educational Institutions . <hodplacements@theoxford.edu>
to FACE

Dear Sir,

This is the list of students who Confirmed about Joining your Company.



Mu Sigma

Date: March 28, 2023

Dheeraj Atri
Candidate ID: C20231651
Institute: The Oxford College of Engineering

Dear Dheeraj,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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CIN: U74140KA2005PTC036309



Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated at a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs, PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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CIN: U74140KA2005PTC036309



To,

Name : Divya Gorla Gopal Reddy

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

Dear Divya Gorla Gopal Reddy,

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

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

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

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

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

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

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

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

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

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Maximum Annual Total earning potential - INR 4,15,500 /-
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Additional Notional Benefits: Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) - INR 6,400 /-
- Notional Insurance Premium paid by Company - INR 11,400 /-
- Annual Total earning potential + Additional Notional Benefits - INR 4,58,300/-

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

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

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

Letter of Intent (LOI)

Superset ID: 3620115

Date: November 25, 2022

Dear DIVYA G,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successful completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct - You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference: <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI)
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Your next step
starts now.



September 28, 2022

Divya G

Bangalore Karnataka, India

Dear Divya,

We are delighted to offer you a role at Ellucian Higher Education Systems India Private Limited ("Ellucian" or the "Company"). Congratulations! Serving more than 2,700 customers in over 50 countries, reaching over 20 million students, we are the largest provider of ERP systems and cloud services to the higher ed market. We keep innovating as higher education keeps evolving. Ellucian guides its customers through manageable, sustainable digital transformation — so that every type of institution and student can thrive in today's fast-changing landscape. Together, we are powering the future of higher education.

Your new career with us

Ellucian Higher Education Systems India Private Limited is delighted to offer you the position of Technical Intern (Undergraduate), reporting to Ratheesh Babu. As agreed, your work location will be India - Bangalore Office, and your first day will be January 16, 2023. This is a temporary position. Your expected internship assignment end date is April 14, 2023.

Your Compensation & Benefits

Your Stipend will be ₹35,000.00 per month (Inclusive of any applicable taxes). Your Work hours will be a minimum of 40 hours per Week.

Full time employment

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter, Prior to joining Ellucian, you must successfully complete the prescribed Internship program as detailed below:

At Ellucian, we invest in skill and capability development of our campus selects even before they join us as full-time employees. This is through Ellucian Internship program. These programs focus primarily on technical and personality development. You could enroll in either of these as per your college processes while in the final semester. This forms a critical part of your employment with Ellucian. Your onboarding with Ellucian would be prioritized based on the successful completion of same. In the event of non-completion of the Internship program, Ellucian may at its sole discretion revoke this offer of employment.

The Ellucian Internship program is for approximately 3 months duration. Your performance during the Internship will be monitored through formal evaluations and rewarded with monthly stipend. Subject to your successful completion of the company's internship program, determined at the Company's sole discretion, you may be offered full-time employment.

What happens next

Prior to your first day, you will be receiving communications from Ellucian's onboarding coordinator. Your manager will also contact you to make sure you know what to expect. Within your first week, we will provide information that will help you make productive contributions to the team, complete employment forms and enroll in benefits.

In accepting our offer, you are confirming that you will not use any confidential or proprietary information you learnt in a previous job and that you will not bring it into Ellucian. You are also confirming that you have not signed any agreement with a previous employer, such as a non-compete, that would prevent you from working for the company.

What we need of you

Please indicate your acceptance of our offer by signing below (initialing the non-signatory pages). *If you decide to accept the terms of employment, we need to receive the signed letter from you no later than three (3) calendar days from the date of this letter, otherwise your offer will be invalid.* Once we receive your signed offer, we will submit the contract of employment for your signature.

Divya G, we are confident that you will be successful at Ellucian and look forward to seeing the impact that we know you are going to make! If you have any questions, please contact your recruiter Santhosh Kumar, Santhosh.KumarD@ellucian.com

Sincerely,



Eswar Rao

Head Human Resources, India

5443

DocuSigned by:

87FB5B1D08BD40E

Divya G

ANNEXURE - A

Name	Divya G	
Designation	Software Engineer I / Cloud Engineer I	
Salary Component	INR Per Month	INR Per Annum
Basic Salary	₹25,000	₹300,000
House Rent Allowance	₹10,000	₹120,000
Conveyance Allowance	₹1,600	₹19,200
Medical Reimbursement	₹1,250	₹15,000
Flexi Benefit Plan*	₹8,867	₹106,400
Special Allowance	₹12,783	₹153,400
Employer Contribution to PF (12% basic salary)	₹3,000	₹36,000
Gross Salary (A)	₹62,500	₹750,000
Annual Gratuity contribution **		₹14,423
Education Assistance Program		₹50,000
Medical, Accident and Life Insurance Premium		₹49,000
Annual Health Check up Plan		₹5,000
Non-Cash Benefits (B)		₹118,423
Total Annual Compensation (A) + (B)		₹868,423

* Flexible Benefit Plan – This is a basket of benefits that employees need to declare in the beginning of the financial year. The declaration upon submission of the receipts would provide tax exemption for the following:

Leave Travel Allowance	50,000 – Twice in a block of four years***
Sodexo Coupons	2,200 – Maximum Per Month***
Internet/Mobile Exemption	2,500 – Maximum Per Month***

*** The residual balance would be subjected applicable tax and subject to terms and conditions.

**Payment of gratuity is as per Gratuity Payment Act 1972

DocuSigned by:

 87FB5B1D08BD40E



The Oxford Educational Institutions , <hodplacements@theoxford.edu>

The Oxford College of Engineering - Resumes of Students -Reg

Rashmi <rashmi@meltronicsgroup.com>

Tue, Feb 7, 2023 at 12:36 PM

To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Dear Sir,

Please find the selected students from second round of interview.

Qhader Pasha

Mahanatheshwara K

Stephen Raj S

Sapttha Sree M

Sharmili

V Udaya Pradeep

Dhanush S

Arunachalam M

Divya G

Each candidate have been offered 15k per month as stipend which will be calculated based on the number of working days in the company. After the internship period based on their performance employment shall be confirmed and salary will be revised accordingly.

Joining date will be immediate. Please let me know if you have any concerns.

Thanks & Regards,

Rashmi V

HR Manager





19

Offer: Computer Consultancy
Ref: TCSL/DT20223186232/Bangalore
Date: 28/12/2022

Ms. Divya G
#11,Ramakrishnareddy BuildingAbbaiah Reddy Layout,
Zolo Euphoria,
Bangalore-560100,
Karnataka.
Tel# 91-9398679142

Dear Divya G,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20223186232

1

TATA CONSULTANCY SERVICES

WYDEHI BCH BLOCK, 82, EPIC Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7800 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 200 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BOB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BOB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BOB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BOB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BOB amount between the components as per your tax plan, once you join TCSL.

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIB Whitefield, Bangalore 560 066 India

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

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

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TCSL/DT20223186232

3

TATA CONSULTANCY SERVICES

VYDEHI BCH BLOCK, 82, EPIB, Whitefield, Bangalore 560 066 India

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

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

TCS Careers ServiceLine: 1800 200 3111 Email: careers@tcs.com



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

- i. Entitlement - You and your enrolled dependents will be entitled for ₹12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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TCSL/DT20223186232

TATA CONSULTANCY SERVICES

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



RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

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

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



3. Training Period
You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

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

7. Increments and Promotions
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment
Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

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

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



12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement and any other applicable related documents pertaining to the international assignment for which you are being placed in case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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Registered Office: 9th Floor, Marathan Road, Mumbai-400 021
TCS Careers Services: 1 800 209 3111 Email: careers@tcs.com



16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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



- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL in spite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

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

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

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

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



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

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

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Divya G
Designation	Assistant System Engineer-Trainee
Institute Name	The Oxford College Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your Bob, TCSL

defined Structure as given in Table 2 will be applicable.

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children

then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Xplore Program. Table 2: TCSL defined structure for Bob (All Components in INR)

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

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



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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

Date: - October 18, 2022

To Divyasree,
Bangalore.

Subject: Letter of Intent for Training & Employment Details

Dear Divyasree,

Congratulations!!

With Reference to the interviews conducted by SmartSoC Solutions Pvt Ltd., we are pleased to inform you that you have been selected and extend the letter of intent reflecting employment with our organization as **Trainee Engineer**.

You are requested to join us by **February 2023**. Your joining would be subject to agreeing and accepting of Training agreement and pre joining requirements as applicable.

Your annual CTC from the date of joining as a fulltime employee will be **INR Rs. 6,00,000/-** (Rupees Six Lakh Only). The breakup of the same will be as given in the Appointment Letter. Tax will be applicable as per the prevalent Income Tax Rules.

The details pertaining to your remuneration are confidential and may strictly be treated as such.

Further details like the venue, date, etc., for training will be notified in due course of time with sufficient time for preparation.

If you have any other queries, please feel free to contact the HR team.
E-mail ID: hr@smartsoes.com

Our letter of intent reflects our belief that you have the ability, commitment, and desire to grow with us. We hope you will enjoy making your very own special contribution to the continued success of the company.

Note: - The above CTC mentioned would be applicable once converted to fulltime employment which would be based on the performance during the internship period.

We look forward to welcoming you at SmartSoC.

Thank You,
For SmartSoC Solutions Pvt. Ltd.,

Asish Mishra
Asish Mishra
Human Resource



Nov 08, 2022

Divyashree C,
Bangalore

VISIONET

21

Offer Letter

Dear Divyashree C,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.



VISIONET

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable, activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Divyashree C
{Signature & Date}

Annexure I: Compensation Break-Up



Name	Divyashree C	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

1. Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Divyashree C
(Signature & Date)

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30th December 2022

Sub: Offer of employment by Pin Click

Dear **Gagan Kumar M,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from **20th February 2023.**

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at the office **Bangalore** Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Gagan Kumar M	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license * 7 days of training period (Rs 3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill) <ul style="list-style-type: none"> • Android Mobile Mandatory. • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domtur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as Annexure B.
ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Gagan Kumar M	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android phone & Two-wheeler is mandatory with valid driving license (3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

Date : 27 March 2023

Dear Harika C,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : **05 April 2023 to 14 April 2023**

On the Job Training Start Date: **15 April 2023**

On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000** Per Month

Incentives : **INR 10000**

Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Date : 27 March 2023

Dear Harshitha K T,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023**Training Period : 05 April 2023 to 14 April 2023****On the Job Training Start Date: 15 April 2023****On the Job Training End Date: 14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000** Per MonthIncentives : **INR 10000**Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____



QuadGen
a MasTec Company

MasTec QuadGen Wireless LLP
607, World Trade Center, Brigade Gateway,
No. 26/1, Dr. Rajkumar Road, Malleshwaram West,
Bangalore - 560055
LLPIN: AAR-3847
(T) +91 80 22658720

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HR/AIR/POL/2022/094

Date: 28/10/2022

PROVISIONAL OFFER LETTER

Name: HARSHITHA S

Address: BANGALORE

Dear HARSHITHA,

We are pleased to offer you employment with MasTec QuadGen Wireless LLP ("MasTec QuadGen Wireless LLP"), contingent upon satisfactory background check and depending on the following terms:

- No backlog or year drop at the time of joining and submission of highest degree certificate/ Marksheet (BE/ B.Tech./ ME/ M.Tech.)
- 65% and above aggregate throughout academics (Class 10th, 12th and Graduation)
- Ready to work in Night shifts without Cab facility (Night allowances will be provided)

You will be required to report to our office at BANGALORE

You will be working in the role of Network Engineer Trainee.

Your gross annual compensation will be Rs. 3,50,000/- and will be subject to deduction of tax at source, and any other applicable taxes and payroll deductions. You will be eligible for employment benefits as per the policies of MasTec QuadGen LLP.

You shall be on a probationary period of 6 Months from your date of joining and will be confirmed on 1st FEBRUARY 2023. During this period, your performance will be reviewed and if found satisfactory, your employment will be confirmed on completion of this period, unless otherwise communicated by the Company.

During the course of your employment with MasTec QuadGen LLP, you will be governed by the terms and conditions in this Offer Letter, rules, regulations and other MasTec QuadGen LLP policies (together the "MasTec QuadGen Policies") as may be applicable from time to time.

Employment offer letter will be provided to you at the time of joining.

We expect you to join on 1st AUGUST 2023 post successful completion of your examinations



QuadGen
a MasTec Company

MasTec QuadGen Wireless LLP
1607, World Trade Center, Brigade Gate, 5th
No. 26/1, Dr. Rajkumar Road, Malleshwaram West,
Bangalore - 560053
LLPIN: AAH-3847
(T) +91 80 22658220

Documents required at the time of joining are mentioned below:

- 1 Recent passport size photo
- Original and Photocopies of Marks card of 10, 12, Graduation and Post Graduation(if applicable)
- Original and Photocopies of your Aadhar card, Pan Card and Voter ID.
- Existing Bank account details (Cancelled cheque /Pass Book Front Page Photocopy)
- Medical Fitness Certificate from a certified Medical Practitioner.
- Final Vaccination Certificate

We look forward to a long and mutually beneficial association with you. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

Again, Congratulations and Heartiest welcome to the MasTec QuadGen LLP Family.

Sincerely,
For MasTec QuadGen Wireless LLP

Disha Maheshwari
Senior Manager - HR & Admin

Letter of Intent (LOI)

Superset ID: 3620012

Date: November 25, 2022

Dear Hema M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

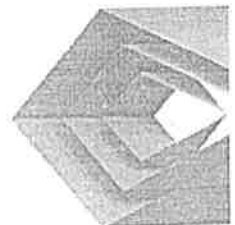
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Shortlisted candidates from Oxford College of Engineering

5 messages

Sarkar, Sumon <sumon.sarkar@labcorp.com>
To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Mon, Dec 19, 2022 at 3:53 PM

Hi Bheemeswara,

Thank you for hosting the Labcorp, India team and helping us finding the right talent for our organization. It was a pleasure to interact with the students.

As discussed, we would like to confirm the selection of the below mentioned students for the 2023 internship program (February 2023 – August 2023) at Labcorp, Bangalore (office-based). We would like to remind you that we are keen on them continuing with Labcorp post the internship in case of full time opportunities at the time of completion of internship.

However, please note that Labcorp at this stage cannot confirm final placements as it would be dependent on the business need and the individual's performance. So if a candidate is keen on only looking for a 6 month internship then this opportunity may not be suitable for them. Please do communicate and confirm back to us accordingly.

Request you to please seek confirmation from the students by 5 PM on Thursday, 22nd December 2022 and confirm back to us by filling out the attached authorization letter template.

Please share this letter back with us on your official university letterhead and signed by the concerned authority to enable us to begin the onboarding process for the candidates.

We look forward to a continued and fruitful partnership with your institute. Please do feel free to reach out to us for any further questions or clarifications.

USN no.	Applicant Name	Applicant ID	Branch	Project Shortlisted for:	Final Status
10X19BT022	Poojitha N G .	poojihangbt2023@gmail.com	BT	Data Management Internship (Early Development)	Selected
10X19CS011	Arkesh V Kumar .	arkeshvkumar@gmail.com	CSE	DM SAS	Selected
10X19CS102	Suchitra Mallik .	suchitramcse2023@gmail.com	CSE	Intern - GSS	Selected
10X19CS107	Syeda Misbah Hussain .	misbahhcse2023@gmail.com	CSE	Intern - GSS	Selected
10X19BT021	Nazeeha Burhan .	nazeehabbt2023@gmail.com	BT	Intern - PMSS	Selected
10X19IS029	Farheen khaton .	farhaankisa2023@gmail.com	ISE	Programming Intern	Selected
10X19CS081	S Y SRIDHARAN .	sysridharancse2023@gmail.com	CSE	Programming Intern	Selected

1OX19BT007	EESHASH PRASAD G S .	eekshaprasad27@gmail.com	BT	Programming Intern (LEDC)	Selected
1OX19IS066	Nithin R .	nithinrise2023@gmail.com	ISE	SAS Programmer / Statistical Programmer	Selected
1OX19IS022	Chinchu Sunil .	chinchusunilise2023@gmail.com	ISE	SAS Programmer / Statistical Programmer	Selected
1OX19EC024	Hema M .	hemamece2023@gmail.com	ECE	Statistical Programming Intern (FSPx)	Selected
1OX19IS004	Aishwarya P .	aishwaryapise2023@gmail.com	ISE	Statistical Programming Intern (FSPx)	Selected

Warm regards,

Sumon Sarkar

Global Recruitment and Talent Advisor

Sumon.sarkar@covance.com

Direct:- +91 9513451647

COVANCE IS NOW



Notice: This e-mail may contain confidential, proprietary, or protected information - including protected health information - that is intended only for the named recipient or company, and any unauthorized use or disclosure is strictly prohibited. If this content is not intended for you, you are requested to delete this e-mail and all attachments and notify the sender immediately. If you have questions or concerns, please see our privacy policy on Labcorp.com.

Letter from University_Internship_Labcorp India v1.DOCX
26K

The Oxford Educational Institutions . <hodplacements@theoxford.edu>
To: "Sarkar, Sumon" <sumon.sarkar@labcorp.com>

Thu, Dec 22, 2022 at 12:54 PM

Dear Sumon Sir,

Thank you for the selection of 12 students.

hereby we are sharing the students acceptance list scanned copy.

Thanking you with kind regards,



Prof. Bheemeswara Reddy V
Head | Corporate Relations,
The Oxford Educational Institutions

M: 9035806160

M: 9606083985

E: hodplacements@theoxford.edu

www.theoxford.edu

10th Milestone, Hosur Rd, Bommanahalli, Bengaluru, Karnataka 560068

"Coming together is a beginning. Keeping together is progress. Working together is success."

Henry Ford



To
Hemanth A
Subject: Internship Offer Letter

Date: 3rd December, 2022

Dear Hemanth A,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30 days** of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Hemanth A

21 February 2023

9353395288

hemanthasokan1122@gmail.com

Dear Hemanth,

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

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

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

REMUNERATION

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

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 400000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

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

We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh
Manager - Human Resources
For and on behalf of
Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, HEMANTH, s/o/d/o M. ASOKAN, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature *A. Path* Date 11/03/2023
(Hemanth A)

Date : 27 March 2023

Dear K Manjunathan,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023**Training Period : 05 April 2023 to 14 April 2023****On the Job Training Start Date: 15 April 2023****On the Job Training End Date: 14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000** Per MonthIncentives : **INR 10000**Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

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30th December 2022

Sub: Offer of employment by Pin Click

Dear Karthik Pama MD

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from **20th February 2023**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at the office **Bangalore** Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Karthik Pama MD	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license * 7 days of training period <p>(Rs 3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)</p> <ul style="list-style-type: none"> ● Android Mobile Mandatory. ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No : +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as Annexure B.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Karthik Pama MD	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement			
* The Offer/ Salary Is Subjective to Completion of Training			
*Android phone & Two-wheeler is mandatory with valid driving license			
(3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Schneider Electric - Campus Hiring for 2023 Batch - The oxford college of Science, Bangalore

Simran MALHOTRA <simran.malhotra@non.se.com>
 To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>
 Cc: Vikram Goyal <vikram.goyal@se.com>, Harshita Singh <harshita.singh1@non.se.com>

Dear Bheem Sir

We are happy to inform you that the below students have cleared the process from The oxford college of Science, Bangalore and has been selected for the role of Int Employee.

Many congratulations to candidates. Their details are mentioned below for your reference pls:

Name	Gender	Date of Birth	Mobile	Email	College	Branch, Degree
Kavya S	Female	05-Aug-2001	+91 9663182636	kavyaseca2023@gmail.com	The oxford college of engineering	Electronics and Communication, B.E

We request you to inform the above candidates asap and align them to Schneider Electric. We would also request you to exclude them from the Placement process

ASK FROM YOU:

1. Pls confirm if the above mentioned student is accepting Schneider Electric's offer, kindly indicate the same by filling the last column with a Yes or No
2. Kindly validate if all of the selected candidates meet the eligibility criteria i.e. 65% or above in their X, XII and Graduation with no active backlogs
3. Pls confirm if these candidates are open to work at Bangalore Location

Important Information about the Schneider Electric University Program

- INR 25,000 for Internship Role (Joining as soon as possible)
- INR 4,75,000 p.a. for B. Tech. for a Full-Time Role
- There is a Service Agreement clause i.e. as a part of service agreement, candidates would have to serve a minimum of 2 years in The Company; failing which, to pay a sum of INR 2,00,000 to the Company
- The Probationary Period for University Hires is 6 months

Best Regards
 Simran Malhotra

Senior Executive - Campus Recruitment
 Global Human Resources
 Schneider Electric

✉ simran.malhotra@non.se.com

9th Floor, DLF Building 10,
 Tower C, Gurugram
 Haryana - 122002, India

From: The Oxford Educational Institutions . <hodplacements@theoxford.edu>
 Sent: 20 January 2023 10:19
 To: Simran MALHOTRA <simran.malhotra@non.se.com>
 Cc: Vikram Goyal <vikram.goyal@se.com>; Harshita Singh <harshita.singh1@non.se.com>
 Subject: Re: Schneider Electric - Campus Hiring for 2023 Batch - The oxford college of Science, Bangalore

[External email: Use caution with links and attachments]

Dear Madam

Please find the updated list of the interested students in the attachment

Kindly Consider

Thanks and Regards

[Quoted text hidden]
 [Quoted text hidden]

[Internal]

Letter of Intent (LOI)

Superset ID: 3624056

Date: November 25, 2022

Dear Keerthana G D,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

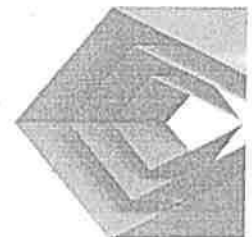
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Preflogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



QuadGen
a MasTec Company

MasTec QuadGen Wireless LLP
#607, World Trade Center, Brigade Gateway,
No. 26/1, Dr. Rajkumar Road, Malleshwaram West,
Bangalore - 560055
LLPIN: AAR-3847
(T): +91 80 22688720

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HR/WIR/POL/2022/0910

Date: 28/10/2022

PROVISIONAL OFFER LETTER

Name: KEERTHANA G D
Address: BANGALORE

Dear KEERTHANA,

We are pleased to offer you employment with MasTec QuadGen Wireless LLP ("MasTec QuadGen Wireless LLP"), contingent upon satisfactory background check and depending on the following terms:

- No backlog or year drop at the time of joining and submission of highest degree certificate/ Marksheets (BE/ B.Tech./ ME/ M.Tech.)
- 65% and above aggregate throughout academics (Class 10th, 12th and Graduation)
- Ready to work in night shifts without Cab facility (Night allowances will be provided)

You will be required to report to our office at BANGALORE

You will be working in the role of Network Engineer-Trainee.

Your gross annual compensation will be Rs. 3,50,000/- and will be subject to deduction of tax at source, and any other applicable taxes and payroll deductions. You will be eligible for employment benefits as per the policies of MasTec QuadGen LLP.

You shall be on a probationary period of 6 Months from your date of joining and will be confirmed on 1st FEBRUARY 2023. During this period, your performance will be reviewed and if found satisfactory, your employment will be confirmed on completion of this period, unless otherwise communicated by the Company.

During the course of your employment with MasTec QuadGen LLP, you will be governed by the terms and conditions in this Offer Letter, rules, regulations and other MasTec QuadGen LLP policies (together the "MasTec QuadGen Policies") as may be applicable from time to time.

Employment offer letter will be provided to you at the time of joining.

We expect you to join on 1st AUGUST 2023 post successful completion of your examinations.



Nov 07, 2022

Kumar Vamshi Ch,
Bangalore

Offer Letter

Dear Kumar Vamshi Ch,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.



- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Kumar Vamshi Ch
(Signature & Date)

Annexure I: Compensation Break-Up



Name	Kumar Vamshi Ch	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Kumar Vamshi Ch
(Signature & Date)



QuadGen
a MasTec Company

MasTec QuadGen Wireless LLP
Sub: MasTec Wireless Gateway
No. 10, D. Rajanna Road, Muttiahewasam West
Bangalore - 560055
TIN: 11P1N-14R-481
CIN: U9180120165279

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HR/WIR/POL/2022/081

Date: 26/10/2022

PROVISIONAL OFFER LETTER

Name: LAKSHMI PRATHYUSHA CH
Address: BANGALORE

Dear PRATHYUSHA,

We are pleased to offer you employment with MasTec QuadGen Wireless LLP ("MasTec QuadGen Wireless LLP"), contingent upon satisfactory background check and depending on the following terms:

- No backlog or year drop at the time of joining and submission of highest degree certificate/ Marksheet (BE/ B.Tech./ ME/ M.Tech.)
- 65% and above aggregate throughout academics (Class 10th, 12th and Graduation).
- Ready to work in Night shifts without Cab facility (Night allowances will be provided)

You will be required to report to our office at BANGALORE

You will be working in the role of Network Engineer-Trainee.

Your gross annual compensation will be Rs. 3,50,000/- and will be subject to deduction of tax at source, and any other applicable taxes and payroll deductions. You will be eligible for employment benefits as per the policies of MasTec QuadGen LLP.

You shall be on a probationary period of 6 Months from your date of joining and will be confirmed on 1st FEBRUARY 2024. During this period, your performance will be reviewed and if found satisfactory, your employment will be confirmed on completion of this period, unless otherwise communicated by the Company.

During the course of your employment with MasTec QuadGen LLP, you will be governed by the terms and conditions in this Offer Letter, rules, regulations and other MasTec QuadGen LLP policies (together the "MasTec QuadGen Policies") as may be applicable from time to time.

Employment offer letter will be provided to you at the time of joining.

We expect you to join on 1st AUGUST 2023 post successful completion of your examinations.



QuadGen
a MasTec Company

MasTec QuadGen Wireless LLP
8607, World Trade Center, Brigade Gateway,
No. 26/1, Dr. Rajkumar Road, Malleshwaram West,
Bangalore 560055
LLPIN: AAR-3847
(T): 91 80 22658720

Documents required at the time of joining are mentioned below:

- 1 Recent passport size photo
- Original and Photocopies of Marks card of 10th, 12th, Graduation and Post-Graduation (if applicable)
- Original and Photocopies of your Aadhar card, Pan Card and Voter ID
- Existing Bank account details (Cancelled cheque / Pass Book Front Page Photocopy)
- Medical Fitness Certificate from a certified Medical Practitioner.
- Final Vaccination Certificate

We look forward to a long and mutually beneficial association with you. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

Again, Congratulations and Heartiest welcome to the MasTec QuadGen LLP Family.

Sincerely,
For MasTec QuadGen Wireless LLP

Disha Maheshwari
Senior Manager – HR & Admin



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

The Oxford College of Engineering - Resumes of Students -Reg

37

Rashmi <rashmi@meltronicsgroup.com>

Tue, Feb 7, 2023 at 12:36 PM

To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Dear Sir,

Please find the selected students from second round of interview.

~~Qhader Pasha~~

Mahanatheshwara K

Stephen Raj S

Saptha Sree M

V Sharmili

V Udaya Pradeep

Dhanush S

Arunachalam M

Divya G

Each candidate have been offered 15k per month as stipend which will be calculated based on the number of working days in the company. After the internship period based on their performance employment shall be confirmed and salary will be revised accordingly.

Joining date will be immediate. Please let me know if you have any concerns.

Thanks & Regards,

Rashmi V

HR Manager



From: The Oxford Educational Institutions . [mailto:hodplacements@theoxford.edu]
Sent: 24 January 2023 17:06
To: Rashmi
Subject: The Oxford College of Engineering - Resumes of Students -Reg

Dear Madam,

[Quoted text hidden]



Letter of Intent (LOI)

Superset ID: 3620458

Date: November 25, 2022

Dear Meenakshy Santhosh,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant Identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

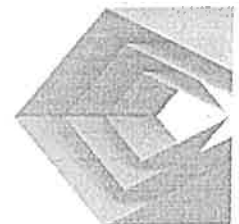
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





30th December 2022

Sub: Offer of employment by Pin Click

Dear Mohan R S,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from **20th February 2023**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at the office **Bangalore** Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Mohan R S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license</p> <p>* 7 days of training period</p> <p>(Rs 3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)</p> <ul style="list-style-type: none"> ● Android Mobile Mandatory. ● Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No : +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure B.**
ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Mohan R S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android phone & Two-wheeler is mandatory with valid driving license (3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
 Co Founder

Pin Click Property Management Pvt Ltd
 No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
 +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Intent (LOI)

Superset ID: 3621398

Date: November 25, 2022

Dear Nikil Prakash Amin,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI):
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

RE: Vee Technologies Pvt Ltd - Oxford College - Technical Interview

Bhuvanewari Matheshwaran <bhuvanewari.m@veetechnologies.com>

Tue, Jan 3, 2023 at 4:06

To: "hodplacements@theoxford.edu" <hodplacements@theoxford.edu>

Cc: Kesavan Moorthy <kesavan.m@veetechnologies.com>, Saravanan Ramesh <saravanan.r@veetechnologies.com>, Bhargav Shivaprasad <bhargav.s@veetechnologies.com>, Sakti Rajakannu <SaktiR@veetechnologies.com>, Sreenidhi Suryagopal <Sreenidhi.S@veetechnologies.com>, "glinish.r@hiremee.co.in" <glinish.r@hiremee.co.in>, "praveenkumar.r@hiremee.co.in" <praveenkumar.r@hiremee.co.in>

Dear Mr Bheemeshwar Reddy.

Please find the below status also below are the selected candidates list for reference.

Note : Reg : LOI - Will be released to the students Email ID by today EOD.

Remarks	Nos
Total Appeared	93
GD Selected	46
Final Selected	12

Selected Candidates List :

S No	Name	Contact	Email ID	Designation	College	Feedback
1	Noel George Thomas	8317380313	noelgisp2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
2	Syed Ussaid Ahmed	7019416291	syedussaidahmed@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
3	Namitha,C	9353604670	namithacla@2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
4	Shreya,S.Shetty	9108358240	shreyashettyisa2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
5	Kajol Ambwani	9353633487	kajolisa2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
6	Lakshmi Narayanan,G	9513181700	lakshminarayananvc2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
7	Vikram Kumar,R	7204977600	vikramisa2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
8	P.Palaksha	8073773448	palakshaace@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
9	Ruthvik,C	9513159754	ruthvikgowdas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
10	Saptha Sree,M	7904182199	sapthasreemce2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
11	Nusaiba Fathima	9740520064	nusalbafise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
12	Md Muzammil Pasha.S	861897544	mdmuzammilpashas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected

Regards,
 Bhuvanewari -M
 Senior HR Executive - Talent Acquisition
 Vee Technologies Pvt Ltd
 PH - 9384092996 | 0427-2341064 (Ext : 5031)

Follow me on

CONFIDENTIALITY NOTICE: Information contained herein (including any accompanying documents) may contain proprietary, business-confidential, and/or privileged material and is intended solely for the addressee(s). If you have erroneously received this message, please immediately delete it, and notify the sender. Also, if you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this message or any accompanying document is strictly prohibited and is unlawful. Vee Technologies Private Limited is not responsible for any damage caused by a virus or alteration of the e-mail by a third party or otherwise. The contents of this message may not necessarily represent the views or policies of Vee Technologies Private Limited. Please do not print this email unless it is absolutely necessary.



APPOINTMENT LETTER

DATE 17th MARCH 2023

EMPLOYEE CODE: PI/23/2385

Mr/Ms. PALAKSHA

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.

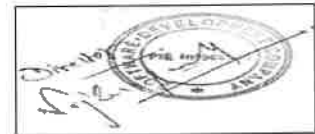
6. **WORKING HOURS:** 8 hrs. (9:00 am to 5:00 pm)

7. **DATE OF JOINING:** 18th JULY 2023

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

ANNEXURE - I

1. As soon as the candidate joins or Organization, they undergo rigorous Observation test of 15 initial days. Once they pass the observation test, we put them forth onto evaluate.
2. The Observation and Evaluation test, are a matter of concern to each candidate, in order to survive further in our organization.
3. The initial 3 months, candidates shall in-rotate with their mentors to complete their successful completion of training period.
4. The candidates are judged on various parameters related to work and behavior. No Candidate is liable to question organization, of their existing survival after all successful modes of observation/evaluation made eventually. The authority holds no assurance.
5. No candidate is advised to leave the Organization before prior notice to the management. Your service may be terminated by the company without assigning any reason by giving one month's notice of your intention to do so or salary in lieu of such notice
6. The company may at its discretion waive the notice and relive you earlier. In such an event, you will be paid salary only up to the last date of your employment with the company.
7. The management shall have right to recover amount equivalent to one Month salary be deducting it from the amount due to you or in any lawful manner in case you leave the services without giving one month's notice before hand in writing as stipulated here in above.

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8. Company is authorized to make any kind of changes in joining date for new joinees, which purely depends upon the situation and availability of external as well as internal factors of the organization. No candidates further are requested to question the authority.

9. If any of the employees leaves the organization without giving any prior notice of one month the company will take action against that employee. Company will not be liable to release the salary of last working month and will not provide any kind of experience certificate as well as pay check in any case.

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ANNEXURE -II

DECLARATION

I ACCEPT THE TERMS AND CONDITIONS MENTIONED IN THIS OFFER LETTER AND I PROMISE TO ABIDE BY THE NORMS MENTIONED IN ANNEXURE-I, OF THE ORGANIZATION. I SHALL STAND RESPONSIBLE FOR ANY DISCREPANCIES OF DETAILS FOUND DURING DOCUMENT VERIFICATION. IF I FOUND GUILTY, THE ORGANIZATION CAN TAKE LEGAL ACTION AGAINST ME.

SIGNATURE OF EMPLOYEE:

NAME OF EMPLOYEE:

DATE:

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

MOBILE: 9458760889 / 9621676582

WEBSITE: www.pieinfocomm.in

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



Letter of Intent (LOI)

Superset ID: 3621147

Date: November 25, 2022

Dear Pooja Mohan Gondhali,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

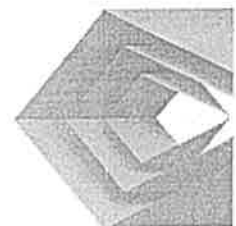
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Letter of Intent (LOI)

Superset ID: 3612830

Date: November 25, 2022

Dear Pradeep B I,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

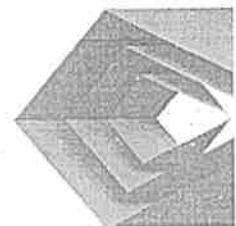
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sroekumar
Vice President - Human Resources





QuadGen
a MasTec Company

MasTec QuadGen Wireless LLP
#607, World Trade Center, Brigade Gateway,
No. 26/1, Dr. Rajkumar Road, Malleshwaram West,
Bangalore - 560055
LLPIN: AAR-3847
(T): +91 80 22658720

HR/WIR/POL/2022/0101

Date: 28/10/2022

PROVISIONAL OFFER LETTER

Name: PRADEEP B L

Address: BANGALORE

Dear PRADEEP,

We are pleased to offer you employment with MasTec QuadGen Wireless LLP ("MasTec QuadGen Wireless LLP"), contingent upon satisfactory background check and depending on the following terms:

- No backlog or year drop at the time of joining and submission of highest degree certificate/ Marksheet (BE/ B.Tech./ ME/ M.Tech.)
- 65% and above aggregate throughout academics (Class 10th, 12th and Graduation).
- Ready to work in Night shifts without Cab facility (Night allowances will be provided)

You will be required to report to our office at BANGALORE.

You will be working in the role of Network Engineer-Trainee.

Your gross annual compensation will be Rs. 3,50,000/- and will be subject to deduction of tax at source, and any other applicable taxes and payroll deductions. You will be eligible for employment benefits as per the policies of MasTec QuadGen LLP.

You shall be on a probationary period of 6 Months from your date of joining and will be confirmed on 1st FEBRUARY 2024. During this period, your performance will be reviewed and if found satisfactory, your employment will be confirmed on completion of this period, unless otherwise communicated by the Company.

During the course of your employment with MasTec QuadGen LLP, you will be governed by the terms and conditions in this Offer Letter, rules, regulations and other MasTec QuadGen LLP policies (together the "MasTec QuadGen Policies") as may be applicable from time to time.

Employment offer letter will be provided to you at the time of joining.

We expect you to join on 1st AUGUST 2023 post successful completion of your examinations.



QuadGen

a MasTec Company

MasTec QuadGen Wireless LLP
#607, World Trade Center, Brigade Gateway,
No. 26/1, Dr. Rajkumar Road, Malleshwaram West,
Bangalore - 560055
LLPIN: AAR-3847
(T): +91 80 22658720



Documents required at the time of joining are mentioned below:

- 1 Recent passport size photo
- Original and Photocopies of Marks card of 10th, 12th, Graduation and Post-Graduation (if applicable)
- Original and Photocopies of your Aadhar card, Pan Card and Voter ID
- Existing Bank account details (Cancelled cheque / Pass Book Front Page Photocopy)
- Medical Fitness Certificate from a certified Medical Practitioner.
- Final Vaccination Certificate

We look forward to a long and mutually beneficial association with you. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

Again, Congratulations and Heartiest welcome to the MasTec QuadGen LLP Family.

Sincerely,
For MasTec QuadGen Wireless LLP

Disha Maheshwari
Senior Manager - HR & Admin



MasTec QuadGen Wireless LLP
#607 World Trade Center, Brigade Gateway,
No. 26/1, Dr. Rajkumar Road, Malleswaram West,
Bangalore - 560055
LLPIN - AAR-3347
(T) +91 80 22658720

HR/WIR/POL/2022/087

Date: 28/10/2022

PROVISIONAL OFFER LETTER

Name: M PRAGATHI
Address: BANGALORE

Dear PRAGATHI

We are pleased to offer you employment with MasTec QuadGen Wireless LLP ("MasTec QuadGen Wireless LLP"), contingent upon satisfactory background check and depending on the following terms:

- No backlog or year drop at the time of joining and submission of highest degree certificate/ Marksheet (BE/ B.Tech./ ME/ M.Tech.)
- 65% and above aggregate throughout academics (Class 10th, 12th and Graduation)
- Ready to work in Night shifts without Cab facility (Night allowances will be provided)

You will be required to report to our office at BANGALORE

You will be working in the role of Network Engineer-Trainee.

Your gross annual compensation will be Rs. 3,50,000/- and will be subject to deduction of tax at source, and any other applicable taxes and payroll deductions. You will be eligible for employment benefits as per the policies of MasTec QuadGen LLP

You shall be on a probationary period of 6 Months from your date of joining and will be confirmed on 31ST FEBRUARY 2023. During this period, your performance will be reviewed and if found satisfactory, your employment will be confirmed on completion of this period, unless otherwise communicated by the Company.

During the course of your employment with MasTec QuadGen LLP, you will be governed by the terms and conditions in this Offer Letter, rules, regulations and other MasTec QuadGen LLP policies (together the "MasTec QuadGen Policies") as may be applicable from time to time.

Employment offer letter will be provided to you at the time of joining.

We expect you to join on 1ST AUGUST 2023 post successful completion of your examinations.



QuadGen
MasTec Company

MasTec QuadGen Wireless LLP
8001 World Trade Center, Brigade Gateway,
No. 601, D, Rajkumar Road, Malleshwara West
Bangalore - 560083
LLPIN: AAR-3897
(T) +91 80 22650720

Documents required at the time of joining are mentioned below:

- 1 Recent passport size photo
- Original and Photocopies of Marks card of 10th, 12th, Graduation and Post-Graduation(if applicable)
- Original and Photocopies of your Aadhar card, Pan Card and Voter ID
- Existing Bank account details (Cancelled cheque /Pass Book Front Page Photocopy)
- Medical Fitness Certificate from a certified Medical Practitioner.
- Final Vaccination Certificate

We look forward to a long and mutually beneficial association with you. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

Again, Congratulations and heartiest welcome to the MasTec QuadGen LLP family.

Sincerely,
For MasTec QuadGen Wireless LLP




Disha Maheshwari
Senior Manager – HR & Admin



48

Letter of Intent (LOI)

Superset ID: 3623194

Date: November 25, 2022

Dear Prajwal N,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. You are also eligible for a **One-time Skill Bonus** of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

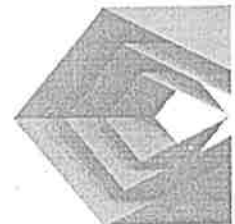
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Letter of Intent (LOI)

Superset ID: 3622550

Date: November 25, 2022

Dear Preetam Adinath Ambudkar,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

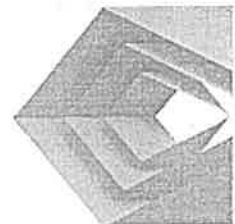
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Nov 08, 2022

Preetam A,
Bangalore

(50)
VISIONET

Offer Letter

Dear Preetam A,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AMB Tech Park, # 212, 2nd Floor, Marol Nagar, Bangalore - 560066, INDIA. Tel: +91 98 6689 8000
Bangalore Office: Marol Nagar, # 205, 1st Floor, PLOT-462, Bangalore - 560066, INDIA. Tel: +91 927 454 7700
www.visionet-systems.com



Name	Preetam A	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Preetam A
(Signature & Date)

Visionet Systems Private Limited

Registered Office: AMN, 4th Floor, # 21 & 22, Meera Mall, Anna Salai, Chennai, INDIA. Tel: +91 80 6669 0000
Branch Office: Meera, # 21 & 22, Meera Mall, Anna Salai, Chennai, INDIA. Tel: +91 432 454 7700
www.visionet-systems.com



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Offer Letter

1 message

Rashmi <rashmi@meltronicsgroup.com>

Tue, Feb 21, 2023 at 10:30 AM

To: qhader.p@gmail.com

Cc: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Dear Qhader Pasha,

This is with reference to your application subsequent interview held on **04/02/2023**, we are pleased to offer you appointment to the post of **Engineer – Quality Control** on internship basis the Gross/CTC pay of Rs. **15,000/-** per month (Attendance based Salary). Employment will be confirmed after June 2023 exams.

We require minimum commitment of 2-3yrs for the company.

If our offer is accepted by you please report to duty on **20/02/2023** or intimate the date of joining at earliest.

Location: Meltronics Systemtech Pvt. Ltd.,
#82, A' Block, AECS Layout,
4th Cross, Kundalahalli,
Bangalore - 560037, Karnataka.

While reporting for duty, please bring with you the following Certificates in Original: -

- a) Documentary proof of your date of birth and 2 copies of recent passport size photographs.
- b) Original Certificates regarding your educational qualifications with one set of Photo copies;
- c) Relieving Certificate and Service Certificate from your Present employer, if any.
- d) Bank Statement for Salary Proof, if any
- e) Address Proof, ID Proof
- f) Medical Fitness Certificate
- g) Reference Letter if any

h) COVID Vaccination Certificate

Thanks & Regards,

Rashmi V

HR Manager





The Oxford Educational Institutions . <hodplacements@theoxford.edu>

M/S Stratogent results.

Department of HRD & Placements <placement@rgit.ac.in>

Tue, Feb 14, 2023 at 9:04 AM

To: principal@drtit.org, Syed Ariff <drsyedariff@gmail.com>, nagaraja_rn@yahoo.co.in, SATHYAVATHI T K <tsathyavathi@gmail.com>, principal@hbk.edu.in, TC Manjunath <tmanjunath@gmail.com>, doctor_tcmn@yahoo.com, info.hmsit@gmail.com, trj_hmsit@rediffmail.com, iceas04@yahoo.com, Dinesh Shenoy <dinesh.shenoy5@gmail.com>, dsrajendraprasad@yahoo.co.in, iitbang@hotmail.com, azeem06@gmail.com, Noor Ahmed <noorahmed@gmail.com>, islamiahexam@gmail.com, principal@sjbit.edu.in, principalofsbit@gmail.com, sjbitexam@gmail.com, kvmprashanth@sjbit.edu.in, jssatebprincipal@jssateb.ac.in, "Placement Seacet <placement.seacet@gmail.com>, Cc:, contactbalan@gmail.com, sambhram_placements@yahoo.com, sambhramplacements@sambhram.org, placement.kit@gmail.com, placement@ssec.ac.in, jvitplacement@gmail.com, savithakonna@yahoo.co.in, placementsgce@quepasa.com, harshitadas@hotmail.com, sunithaoxford@yahoo.com, harshitadas@rediffmail.com, hmsit_placement1997@rediffmail.com, placement.vkit@yahoo.in, placementofficer@newhorizonindia.edu, atriplacements@gmail.com, placements@dscengineering.org, principaljvit@gmail.com, pachi.jvit@yahoo.com, knsit_placement@rediffmail.com, jnanavikas@gmail.com, placements_srsit@yahoo.com, bnmitplacement@gmail.com, cityengg_placement@yahoo.co.in, placement.iit@gmail.com, Prasanna.Inamdar@niit.com, knsit.hr@gmail.com, vkitplacements@yahoo.com, atria_placement@rediffmail.com, bgsitplacementcell@ <principaljvit@gmail.com>, esksrivastava@yahoo.co.in, ramamurthy palanikrishnaiyer <directorjvit@gmail.com>, "Dr.S.N Sridhar" <principal@ksgi.ac.in>, "Dr. S.N. Sridhara" <principal.ksgi.bangalore@gmail.com>, Kssem Principal <principal@kssem.edu.in>, hema srinivas <hmsrnvs@yahoo.com>, principal <principal@kittiptur.ac.in>, principal@knsit.com, T V Govindaraju <principal.ksit@gmail.com>, v.r.manjunath@excite.com, office.ksit@gmail.com, skit1princi@gmail.com, manjunath a <manjunath@skit.org.in>, principal@skit.org.in, principal1@msec.ac.in, Principal Msec <principal@msec.ac.in>, badarinarayan62@gmail.com, principalengg@mvjce.edu.in, bakesu@yahoo.com, registrar@mvjce.edu.in, establishment@mvjce.edu.in, sy_kul@yahoo.com, principal@sirmvit.edu, Sirmvit bgl <sirmvitbgl@gmail.com>, engprincipal@theoxford.edu, gtraju1990@yahoo.com, Dr NAGARAJ R <nagaraj.ramrao@gmail.com>, engadmin@theoxford.edu, pesse_principal@yahoo.com, pesse_director@yahoo.com, principal@pes.edu, Shiva Kumar <shivasparadise@gmail.com>, shiva_paradise@rediffmail.com, principal@srsect.edu.in, narayanadoddapattar@gmail.com, krishnarao t <krishnarao@rediffmail.com>, "Dr. Jayaprasad M" <principal@rgit.ac.in>, bsmanjunat@gmail.com, hbp raj <rgmp12@gmail.com>, rgitprincipal@gmail.com, Principal RRIT <rritprincipal@gmail.com>, drmkmuralidhara mkm <drmkmuralidhara@gmail.com>, mkm_1954@yahoo.co.in, principal_rljit@rediffmail.com, rljit_engg@rediffmail.com, rljtexams@gmail.com, principalexam12@gmail.com, principal@rnsit.ac.in, "Venkatesha M. K." <mkenkatesha@gmail.com>, Raghavendra n a <sri.raaya08@gmail.com>, Rithesh Hejamady <rithesh_k@yahoo.co.in>, principal@rrce.org, balakrishna@rrce.org, "NANJEGOWDA .V N. GOWDA" <ngsh061@gmail.com>, msbshekar@yahoo.com, office@rrce.org, principal@ssec.ac.in, govindaraju_tv@yahoo.com, rajurama27@hotmail.com, principal@sapthagiri.edu.in, Puttamadappa C <puttamadappa@gmail.com>, puttamadappa@hotmail.com, PRINCIPAL SIT <principal@sit.ac.in>, sksittum@yahoo.com, sjcit1@rediffmail.com, tmk_gowda@yahoo.co.in, principalsjcit1986@gmail.com, 01skresults@gmail.com, Shashidhar Ramatal <principalgksjti@gmail.com>, suma raj <sk98suma@gmail.com>, principal.seacet@seaedu.ac.in, smkumarsrinagar@gmail.com, principal.seacet@gmail.com, seacetadmin@gmail.com, sait@sambhram.org, ckgowda@hotmail.com, ckgowda@gmail.com, echodsait@yahoo.co.in, Mantesh Angadi <mantu.siet@gmail.com>, principal.rvitm@rvei.edu.in, vikramv.rvitm@rvei.edu.in, harsha.s@hotmail.com, "Cc:" <vtu@shrideviengineering.org>, info@shrideviengineering.org, nalinaniranjana@hotmail.com, brundavan education <brundavaneducation@gmail.com>, sanjay pande <rakroop99@gmail.com>, Sampoorna_naidu@rediffmail.com, tjitprincipal@tjohngroup.com, shivanagowda padmanabha <padduraj2000@gmail.com>, parameswarik@tjohngroup.com, raghavendra@tjohngroup.com, Principal@svit.co.in, Ramachandra h d <hdramu@gmail.com>, svit64@gmail.com, principal@svcengg.com, principal@svcengg.edu.in, ao@svcengg.com, ao@svcengg.edu.in, principal@vemanait.edu.in, drpgrreddy@yahoo.com, Vemana Reddy <vemanait@gmail.com>, vvit2009@gmail.com, harsha sreedhar <harshasre@gmail.com>, Abhi Raj <abi.sk424@gmail.com>, VKIT Principal <vkitprincipal@gmail.com>, bangara setty Shankarananda <bsnanda2000@gmail.com>, vkitadm@gmail.com, principalydit@yahoo.com, keshava_uvce@yahoo.com, Ydit Raghuvanahalli <officeydit@gmail.com>, Mahendra Kv <principaljyothyit@gmail.com>, Mahendra K V <mahendrakv@gmail.com>, drmahendrakv@rediffmail.com, Lakshmikantha Br <principalsatm@gmail.com>, B R Lakshmikantha <brlakshmikantha@gmail.com>, secpri dsatm <secpridsatm@gmail.com>, shivarudrags@yahoo.co.in, Spce College <spcengg12@gmail.com>, admin@spcedu.co.in, directorbmssa@gmail.com, Achutha Shivaramu <achutha@gmail.com>, Shibu H <scebangalore@gmail.com>, m_siddesh@yahoo.com, vibasipanchi@yahoo.co.in, sorob_4@vtu.ac.in, Krsac Mtech <krsacmtech2012@gmail.com>, laxmikantha_bp@rediffmail.com, krsac_gok@yahoo.co.in, vturob@rediffmail.com, principal.ait.t@gmail.com, umabhuvantpt@gmail.com, raju_bhuvan@yahoo.com, r.nagaraja@yahoo.com, sathyavathi.gt@gmail.com, aibtprincipal@gmail.com, udayakumarkrishnappa@gmail.com, principal.nc@cambridge.edu.in, kesavame@gmail.com, dasappa0909@gmail.com, principal.ewce@gmail.com, principal@sjcit.ac.in, principal@rvca.in, acs.exam@gmail.com, msvgi@yahoo.com, info@srivvit.com, madhugowda@hotmail.com, aksatheeshbabu@gmail.com, principal@gat.ac.in, tjitoffice@tjohngroup.com, Principal Sairam Bengaluru <principal@sairamce.edu.in>, ganesan.t485@gmail.com, Athmanand N <athmavtu@gmail.com>, rabilalm@yahoo.co.in, Sowmya P <sowmyapnr@gmail.com>.

exams@drtit.edu.in, PGBangalore@vtu.ac.in, Vtu Cpgsb <vtucpgsb@gmail.com>, vtubl2020@gmail.com, shivu.cm@gmail.com, principalsbittiptur@gmail.com, vlnodkumar.gm@gmail.com, prashanthreddy@gmail.com, shobhabn.rvitm@rvei.edu.in, ravihtalawar.vtu@gmail.com, pankajavtubng@gmail.com, gayathrikambham@yahoo.com, TPO@atria.edu, Placement Officer <placement@rgit.ac.in>, guru raj <kkgr26@gmail.com>, usha.r@cambridge.edu.in, HRD RLJIT <hrd.rlj@gmail.com>, placement epcel <placement@eastpoint.ac.in>, svceplacements@svceengg.edu.in, Placements Cell NCET <placements@ncetmail.com>, hpparam@gmail.com, placements@sambhram.org, santhosh Kumar <tapp@msec.ac.in>, tpo@saividya.ac.in, bhanurekha77@gmail.com, Jayathirtha Vg <vg.jayathirtha@gmail.com>, "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>, "Mr. Khan M Visweswarai Institute of Technology MVIT" <khanshk@rediffmail.com>, VTU <placement@vtu.ac.in>, "bgsitplacementcell@atria_placement@rediffmail.com>,, placement@atria.edu <placement@atria.edu>,, HKBK <savithakonna@yahoo.co.in>,, New Horizon COE <tpo@newhorizonindia.edu>,, skitplacement@yahoo.com <skitplacement@yahoo.com>,, skitplacement2008@yahoo.com,, director.placements@acharya.ac.in,, vithal kulkarni <vnk38@yahoo.co.in>,, hrd1.sjbit@gmail.com,, hrananth <hrananth@dbit.co.in>,, placement_rgit@yahoo.co.in,, pesitplacement@yahoo.com <pesitplacement@yahoo.com>,, kssridhar@pes.edu,, Gurudati JSSATE <jss_svg@yahoo.com>,, sri56@rediffmail.com,, sridhara saligrama n <rnsit.hrmanager@gmail.com>,, rnsit.tpo rnsit.tpo <rnsit.tpo@gmail.com>,, placement@apsce.ac.in,, Svce Svce <svce.po@gmail.com>,, Syed Asdullah YDIT <syedasadullah@yahoo.com>,, sasadullah1@rediffmail.com,, <placement@apsce.ac.in>,, rnsit.hrm@gmail.com, Jayasheel Prasad <jayasheel.p@gmail.com>, "Mr. Bharath Raj Bantwal" <cfcgsb_cgcbir@gitam.edu>, placement@nie.ac.in, shivasagar_placement@mitrnysore.in, placement@mitt.edu.in, vvceplacement@vvce.ac.in

Dear Professors,

PFA the excel book with results from each college in separate sheets.

The SL students have been categorized into Pref 1, Pref 2 and Pref 3 in the last column.

We will be considering only the Pref 1 and Pref 2 students.

In case there is a shortfall or we have offer dropouts in the month of August/September then we will consider Pref 3.

Thanks so much for your support.

Kindly cascade the message to the colleges who have not received from me directly.

Also note that the individual students who have cleared based on their criteria would receive communications directly from company.

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Thanks & Regards

Head - Corporate Relations
Department of Placement

RAJIV GANDHI INSTITUTE OF TECHNOLOGY
RGC CAMPUS, CHOLANAGAR, HEBBAL, R.T.NAGAR POST, BANGALORE-560032
E-mail : placement@rgit.ac.in
Website: www.rgcgroup.org/www.rgit.ac.in
Whats app : 9481028018 MOB : 9844157027

 Campus - Assessment Results (1).xlsx
756K

First Name	Last Name	Email Address	Gender
bhuvaneshwari	cm	bhuvaneshwaricmise2023@gmail.com	female
H SHIVANI		shivaniheee2023@gmail.com	FEMALE
Inchara	K S	incharaksbt2023@gmail.com	Female
Meghana	D	meghanadise2023@gmail.com	female
Prasannakumara		prasannakumaramca2023@gmail.com	Male
Rahul	Reddy D	contactrahul1704@gmail.com	Male
S Eshwara	Varun	eshwarvarun2001@gmail.com	Male
Saptha	Sree M	sapthasreemece2023@gmail.com	female
subhash	patil E	subhashpatil.e01@gmail.com	male
Vikas	S N	vikassnmca2023@gmail.com	MALE

Gmail

S N Prajwalasimha <snprajwalasimha@gmail.com>

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Fwd: Congratulations Rakesh! Your dhiOmics Offer letter is here!

2 messages

21 October 2022 at 19:07

Rakesh BR <rakeshbrece2023@gmail.com>
To: snprajwalasimha@gmail.com

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

From: hr dhiOmics <hr@dhiomics.com>

Date: Wed, Sep 21, 2022, 7:08 PM

Subject: Congratulations Rakesh! Your dhiOmics Offer letter is here!

To: <rakeshbrece2023@gmail.com>

Cc: Nilesh Gupta <nilesh.gupta@dhiomics.com>, Prabhat Agarwal <prabhat.agarwal@dhiomics.com>, Ranjit Kokardekar <ranjit.kokardekar@dhiomics.com>, Satish Bairagi <satish.bairagi@dhiomics.com>, Sai Sandeep Manjeri <sandeepsai.manjeri@dhiomics.com>

Dear Rakesh BR,

Congratulations! We are pleased to offer you the position of "Machine Learning Scientist" at "dhiOmics Analytics Solutions Private Limited", effective from on or before 01 Aug 2023. The following are the key terms and conditions of the offer -

Compensation:

Annual CTC of INR 4,68,000/- (Fixed Component: INR 392,400/-, Employer PF contribution: INR 21,600/-. Company Benefit: INR 18,000/-, Annual variable: 36,000/-).

Nature of Employment

This offer is made on the clear understanding that your employment is on a full-time basis and that you will not undertake any other part-time/full-time work, without the consent of the company. However, the Company's approval shall not be required where the position is with an organization whose activities are purely social in nature. You are liable to immediate termination without notice or payment in lieu of notice on non-compliance with this clause.

Place of Work

Your posting shall be in Bengaluru, Karnataka, India

Training

You shall first undergo the "Explorer Program (EP)" for 6 months starting from the date of joining. During the first 3 months, you will be paid a salary of INR 23,000/- per month from the date of joining. There will be appropriate deductions of government taxes, and PF from your compensation as applicable. Upon successful completion of your training period, your salary as mentioned in Annexure-A will come into force.

Minimum service period:

You shall render a minimum service period of 2 years and 9 months from the date of joining. In consideration of the enormous effort from the company in training and grooming you and access given to you for specialized technology and process, you voluntarily agree to pay INR 2,00,000/- (Rupees Two lakhs only) in the eventuality of you not fulfilling the minimum service period in addition to the training period by quitting, termination, resignation or otherwise.

Confidentiality

2/14/22, 1:02 PM

Gmail - Fwd: Congratulations Rakesh! Your dhiOmics Offer letter is here!

You must always maintain the highest degree of secrecy and keep as confidential the records, data, and documents and such other information and details relating to the business of the company and customers which may be known to you or confided in you by any means in the course of your employment with the company. You will be required to sign the Inventions Disclosure, Confidentiality, and Proprietary. This email is also confidential and is not supposed to be shared with any other party without written consent from dhiOmics authorized personnel.

Termination of Employment

Your employment may be terminated by either you or the company by providing ninety (90) days prior written notice. The provision of such notice by you is mandatory; in all instances of termination of employment by you. The company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion.

The company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct, misrepresentation of any facts relating to business to the Company during the course of employment, or negligence as per company policy or guidelines or have committed any breach of this agreement.

List of Documents (dhiOmics specific):

Kindly send scanned copies of the below documents before joining.

- All educational certificates including mark sheets in full
- Relieving letter and service certificates (if employed previously)
- ID proof/ Address Proof: Passport & Driver's license/ Election ID/ UID
- Particulars of blood group and medical allergies
- Proof of last drawn salary (Payslips) if employed earlier
- Recent Passport sized photographs (Four)

Request you to acknowledge this email and confirm your acceptance on or before 03 Oct 2022.

Kindly revert to us in case of any queries or clarification.

Thank you

Warm Regards,

HR Head

Recruitment

dhiOmics Analytics Solutions Private Limited

S N Prajwalasimha <snprajwalasimha@gmail.com>
To: Rakesh BR <rakeshbrece2023@gmail.com>

21 October 2022 at 19:08

[Quoted text hidden]

Intellipaat Software Solutions Pvt. Ltd.

To
Revathi S
Subject: Internship Offer Letter

Date: 3rd December, 2022

Dear Revathi S,

In reference to your application, we would like to congratulate you on being selected for an internship with the Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at Intellipaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

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

Letter of Intent (LOI)

Superset ID: 3618429

Date: November 25, 2022

Dear SAGAR K M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

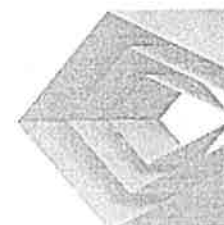
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Letter of Intent (LOI)

Supersel ID: 3616035

Date: November 25, 2022

Dear Saivandana Patro,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

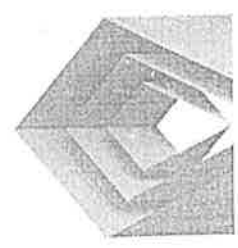
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Supersel ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



To
Santhosh S
Subject: Internship Offer Letter

Date: 3rd December, 2022

Dear Santhosh S,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



Offer: Computer Consultancy
Ref: TCSL/DT20223111768/Bangalore
Date: 28/12/2022

Ms. Sharmili V
2233rd A Main,
Ombr Layout , Chilkabanaswadi,
Bangalore-560043,
Karnataka.
Tel# 91-7975724411

Dear Sharmili V,

Sub: Letter of Offer

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

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

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

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

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

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VYDEHI RC-1 BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1 800 209 31 11 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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TCS Careers Serviceline: 1800 200 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

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



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

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

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



12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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



16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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



- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL in spite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

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

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

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

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



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

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

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Sharmili V
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. **Prior knowledge**

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

5. **Use of third party material**

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

6. **Security policies and Guidelines.**

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

7. **Working in SBWS Framework:**

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

RE: Vee Technologies Pvt Ltd - Oxford College - Technical Interview

Bhuvaneshwari Matheshwaran <bhuvaneshwari.m@veetechnologies.com>

Tue, Jan 3, 2023 at 4:06

To: "hodplacements@theoxford.edu" <hodplacements@theoxford.edu>

Cc: Kesavan Moorthy <kesavan.m@veetechnologies.com>, Saravanan Ramesh <saravanan.r@veetechnologies.com>, Bhargav Shivaprasad <bhargav.s@veetechnologies.com>, Sakthi Rajakannu <Sakthivel.R@veetechnologies.com>, Sreenidhi Suryagopal <Sreenidhi.S@veetechnologies.com>, "girish.r@hiremee.co.in" <girish.r@hiremee.co.in>, "praveenkumar.r@hiremee.co.in" <praveenkumar.r@hiremee.co.in>

Dear Mr Bhemeshwar Reddy,

Please find the below status also below are the selected candidates list for reference.

Note : Reg : LOI – Will be released to the students Email ID by today EOD.

Remarks	Nos
Total Appeared	93
GD Selected	46
Final Selected	12

Selected Candidates List :

S No	Name	Contact	Email ID	Designation	College	Feedback
1	Noel George Thomas	8317380313	noelgise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
2	Syed Ussaid Ahmed	7019416291	syedussaidahmed@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
3	Namitha.C	9353604670	namithacise@2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
4	Shreya.S.Shetty	9108358240	shreyashettyise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
5	Kajol Ambwani	9353633487	kajolise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
6	Lakshmi Narayanan.G	9513181700	lakshminarayananue2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
7	Vikram Kumar.R	7204977600	vikramise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
8	P.Palaksha	8073773448	palakshaace@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
9	Ruthvik.C	9513159754	ruthvikgowdas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
10	Saptha Sree.M	7904182199	sapthasreemece2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
11	Nusaiba Fathima	9740520064	nusaibafise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
12	Md Muzammil Pasha.S	861897544	mdmuzammilpashas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected

Regards,
 Bhuvaneshwari -M
 Senior HR Executive - Talent Acquisition
 Vee Technologies Pvt Ltd
 PH - 9384092996 | 0427-2341064 (Ext : 5031)

Follow me on

CONFIDENTIALITY NOTICE: Information contained herein (including any accompanying documents) may contain proprietary, business-confidential, and/or privileged material and is intended solely for the addressee(s). If you have erroneously received this message, please immediately delete it, and notify the sender. Also, if you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this message or any accompanying document is strictly prohibited and is unlawful. Vee Technologies Private Limited is not responsible for any damage caused by a virus or alteration of the e-mail by a third party or otherwise. The contents of this message may not necessarily represent the views or policies of Vee Technologies Private Limited. Please do not print this email unless it is absolutely necessary.

Letter of Intent (LOI)

Supersel ID: 3619951

Date: November 25, 2022

Dear Sheelvanth Ganesh,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Supersel ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Annexure I

Offer Letter

17-12-2022

Dear Sindhu S,

Thank you for your interest in working for our organisation. Having successfully passed the interview we are pleased to offer you a position with Juspay Technologies Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of Juspay. If you accept this Offer you will be designated as Product Solution Engineer and you will join us at our Bengaluru, Karnataka, India office.

This Offer will be subject to the execution of the Agreement and the Proprietary Information and Invention Schedule (Annexure III). Your employment with the Company will also be governed by the policies, rules and guidelines of the Company as may be formulated by the Company from time to time.

The overall CTC offered to you is INR 1100000 (Eleven Lakh Rupees only). Detailed break up available in the Agreement a copy of which has been annexed as Annexure II hereto.

This Offer with Juspay is subject to the successful verification of information provided by you. By accepting this Offer you are also confirming that:-

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions;
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company;
3. Juspay is not liable for any past dues owed by you as part of termination of any previous employments;
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This Offer will be valid for 1 week from the date of this letter. If this Offer is acceptable to you, please convey your acceptance to the Company by (a) email or telephone; and (b) providing a signed copy of this Offer letter by post or email. If we do not hear back from you within a period of 2 weeks from the date of this Offer, this Offer will be deemed to be cancelled and we are not obliged to hold the position open for you.

If you accept this Offer you are required to join on 01-08-2023. It is clarified that your joining will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. If you are unable to report on the Joining Date you are requested to inform the Company in writing of the delay.

The following documents are required to be produced at the time of joining of the Company. Please provide original and self-attested Xerox copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers;
2. Salary slip or salary certificate from most recent employer;
3. Experience Certificate from all previous employers;

Juspay Technologies Pvt Ltd
No.444, Station Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka, India 560095. Tel: +91 081 49959690; Email ID: info@juspay.in. Website: www.juspay.in



4. Proof of Academic Qualification (Class 10th Equivalent and above);
5. Proof of identity i.e. PAN card, driving license, Electoral card;
6. Photographs (3 copies);

We take great pleasure in welcoming you to the Company and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this Offer acceptable and wait to welcome you to the Juspay family.

For Juspay Technologies Private Limited

Vimal Kumar, Director

Acceptance of Offer

I understand and accept the Offer along with terms and conditions, and annexure(s) set forth herein by signing at the end of this document and here under.

Candidate Signature _____

Name Sindhu S

Place and Date _____

Letter of Intent (LOI)

Superset ID: 3622069

Date: November 25, 2022

Dear Sneha S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

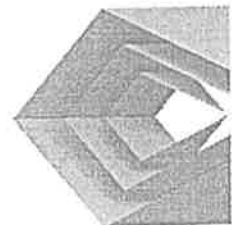
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

The Oxford College of Engineering - Resumes of Students -Reg

Rashmi <rashmi@meltronicsgroup.com>

Tue, Feb 7, 2023 at 12:36 PM

To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Dear Sir,

Please find the selected students from second round of interview.

Qhader Pasha

Mahanatheshwara K

~~Stephen Raj S~~

Saptha Sree M

V Sharmili

V Udaya Pradeep

Dhanush S

Arunachalam M

Divya G

Each candidate have been offered 15k per month as stipend which will be calculated based on the number of working days in the company. After the internship period based on their performance employment shall be confirmed and salary will be revised accordingly.

Joining date will be immediate. Please let me know if you have any concerns.

Thanks & Regards,**Rashmi V****HR Manager**

2173210 / ELTP-CAMPUS / 2023

15-Dec-2022

Subject: Letter of Intent

Dear Tulasi,

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 being medically fit, having 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.
- ø You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

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 3 (Three) months from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** 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.



We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **30-Jun-2023** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,


Krishna Ramaswamy

Head - Resource Management Group

Annexure - A

Learning and Certification

Selects to learn the below UdeMy courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	UdeMy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Annexure - B

Total Cost to Company (TCC) (Per Annum)	325000
INR. (Per Annum)	
Components of Total Cost to Company	112394
Basic (@40% of Total Fixed Pay)	78676
HRA (@70% of Basic Pay)	48000
Bonus/Statutory Bonus	13487
Employer's contribution to Provident Fund (@12% of Basic Pay)	28428
Flexible Components of TFP ^	280985
Total Fixed Pay (Per Annum)	31221
Total Variable Pay (TVP) (Per Annum) (*)	312206
Total.....(A)	12794
Additional Benefits....(B)	5407
Gratuity	7387
Insurance Premiums (towards GTLI, GMIP and GPAI)	325000
Total Cost to Company (Per Annum) -----(A) + (B)	
^ 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	12,000
Meal Card (Max INR. 2200 per month)	26,400
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.	



Mu Sigma

Date: March 28, 2023

Tulasi P Rathod
Candidate ID: C20231647
Institute: The Oxford College of Engineering

Dear Tulasi,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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CIN: U74140KA2005PTC036309



Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated at a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (In INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Mu Sigma Business Solutions Private Limited

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CIN: U74140KA2005PTC036309



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

The Oxford College of Engineering - Resumes of Students -Reg

Rashmi <rashmi@meltronicsgroup.com>

Tue, Feb 7, 2023 at 12:36 PM

To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Dear Sir,

Please find the selected students from second round of interview.

Qhader Pasha

Mahanatheshwara K

 Stephen Raj S

Saptha Sree M

 Sharmili

V Udaya Pradeep

Dhanush S

Arunachalam M

Divya G

Each candidate have been offered 15k per month as stipend which will be calculated based on the number of working days in the company. After the internship period based on their performance employment shall be confirmed and salary will be revised accordingly.

Joining date will be immediate. Please let me know if you have any concerns.

Thanks & Regards,

Rashmi V

HR Manager



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placement oxford <placements@theoxford.edu>

Final Selections | PlanetSpark - Campus

1 message

Akash bhagat <akash.bhagat@planetspark.in>
To: sharmilivece2023@gmail.com
Cc: Disha Gupta <disha.gupta@planetspark.in>, placements@theoxford.edu

Tue, Jan 17, 2023 at 5:38 PM

Dear Shamili,

Greetings from the PlanetSpark

Congratulations for getting selected as a Business development Counselor at Planetspark.

- **Please note that you will have to report to the office from day one. Your training will also be done from the office itself.**

- **Designation:** - Business Development Counsellor
- **Working days:-** 6 Days working
- **Role:-** Sales
- **Office address:** Sector 39 - Tower-A, Unitech Cyber Park, Near Huda City Metro Station, Gurugram.

- **Please fill out this google form and submit the required documents to process the Offer Letter.**

https://docs.google.com/forms/d/1hrBZmtH18-osQsQe6pMBk9UtPUon_GCrRRZ1YaKbYyc/viewform?edit_requested=true

- **Please share the reservation details.**
 - Please share your reservation/ travel tickets details in the mail.

- **PG DETAILS**

PG Name	Contact	Pictures
Rent Door Coliving	Amardeep - 9971652215	https://drive.google.com/drive/folders/18eCpzl_WWfJc9EeNXRvGM9-AQFvkOpjy?usp=sharing
Collection Hotel - Coliving	Ankit - 8100881848	https://drive.google.com/drive/folders/1Cc3kYKerB87g1X41477N8c_SspSgZ7oK?usp=sharing

SR Premium	8929129149	https://drive.google.com/drive/folders/1a--0YSOIe6ZXg8fX_zG4ER5K-pmUgchn?usp=sharing
Mahadevz homes - girls pg	9871430090	https://drive.google.com/drive/folders/14NgWeBu25IGmjtkVBOmG7Np-9DXJcj-W?usp=sharing
Girls PG, Sector 39	Pradeep - 9999909307	https://drive.google.com/drive/folders/1IDq274kugUhUbYgQsU9tXTCzLFY_Fc0N?usp=sharing
N Stay Coliving	Ratinesh Kumar - 7505365738	-
Royal Oak - Coliving	Ayushi - 9034238026	-

- **For all programs**

- During 1-month probation – INR 21,428 per month (fixed) + incentives

Please give a reply to this mail mentioning your work preference.

1) DOMESTIC (Work From Office) -

India Shift (10:00am to 8:00 pm) - INR 6.5 LPA (4.1 LPA Fixed + 2.4 LPA Variable)

2) US/CANADA (Work From Office) -

US/ Canada Shift (8:00 pm to 5:00am) - INR 7.23 LPA (4.83 Fixed + 2.4 LPA Variable)

NOTE - YOU WON'T BE ABLE TO SWITCH LATER.

Please acknowledge this mail. We are looking forward to working with you. Please contact me in case of any queries.



Hiring Team
www.planetspark.in





The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Offer Letter

1 message

Rashmi <rashmi@meltronicsgroup.com>

Tue, Feb 14, 2023 at 11:03 AM

To: udayece06@gmail.com

Cc: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Dear V Udaya Pradeep,

This is with reference to your application subsequent interview held on **04/02/2023**, we are pleased to offer you appointment to the post of **Engineer – Testing** on internship basis the Gross/CTC pay of Rs. **15,000/-** per month (Attendance based Salary). Employment will be confirmed after June 2023 exams.

We require minimum commitment of 2-3yrs for the company.

If our offer is accepted by you please report to duty on **20/02/2023** or intimate the date of joining at earliest.

Location: Meltronics Systemtech Pvt. Ltd.,
#82, A' Block, AECS Layout,
4th Cross, Kundalahalli,
Bangalore - 560037, Karnataka.

While reporting for duty, please bring with you the following Certificates in Original: -

- a) Documentary proof of your date of birth and 2 copies of recent passport size photographs.
- b) Original Certificates regarding your educational qualifications with one set of Photo copies;
- c) Relieving Certificate and Service Certificate from your Present employer, if any.
- d) Bank Statement for Salary Proof, if any
- e) Address Proof, ID Proof
- f) Medical Fitness Certificate
- g) Reference Letter if any

h) COVID Vaccination Certificate

Thanks & Regards,

Rashmi V

HR Manager



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30th December 2022

Sub: Offer of employment by Pin Click

Dear **Udaya Pradeep V**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Associate Property Advisor**", with effect from **20th February 2023**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at the office **Bangalore** Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Udaya Pradeep V	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license</p> <p>* 7 days of training period</p> <p>(Rs 3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)</p> <ul style="list-style-type: none"> • Android Mobile Mandatory. • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure B.**

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Udaya Pradeep V	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement			
* The Offer/ Salary Is Subjective to Completion of Training			
*Android phone & Two-wheeler is mandatory with valid driving license (3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Intent (LOI)

Superset ID: 3614924

Date: November 25, 2022

Dear YUKTI SHREE S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

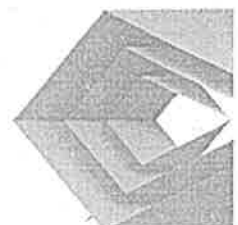
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreckumar
Vice President - Human Resources

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675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

Date : 27 March 2023

Dear Impana S V,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : **05 April 2023 to 14 April 2023**

On the Job Training Start Date: **15 April 2023**

On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000** Per Month

Incentives : **INR 10000**

Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____



BYJU'S Offer Mail - Congratulations! :) Inbox



keerthana sudheer Mar 1

to bcc: me



Hi,

Congratulations!!! 🎉👏

We would like to thank you for your efforts and time over the last couple of weeks. We have been impressed by the value and impact you would have at Byjus.

We are pleased to offer you the job of **Intern CSA** at Byjus, Bangalore.

The proposed date of joining will be **7th March 2023..**

Please reach out to me for any clarifications. Team Byjus looks forward to welcoming you! 🌟

As an initial step of onboarding formalities, you are required to fill the registration form using the link below. This will help us raise an offer for you in our internal portal.

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and click 'I am Done' and you will be receiving your Offer Letter post-approval.



To

Date: 3rd December, 2022

Archana C M

Subject: Internship Offer Letter

Dear Archana C M,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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

To

Date: 3rd December, 2022

Greeshma C P

Subject: Internship Offer Letter

Dear Greeshma C P,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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- Your first month's salary will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director – Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



Shivani H <shivaniheee2023@gmail.com>

Fwd: RESULTS OF M/S. STRATOAGENT DRIVE HELD FROM 3RD FEBRUARY 2023 TO 7TH FEBRUARY

TRAINING & PLACEMENT CELL <vtutpcbmg@gmail.com>

Wed, Mar 1, 2023 at 12:43 PM

To: nishanthgnnishu@gmail.com, sanjayrpatil1984@gmail.com, sudarshan20013@gmail.com, saikiran-sanjayvk15@gmail.com, sufiatabassum168@gmail.com, sameer216nadaf@gmail.com, chaitramm66@gmail.com, ajayruli01@gmail.com, krupajadhav47@gmail.com, babypatil7450@gmail.com, vishunagu47@gmail.com, poojashreek71@gmail.com, abhayjoshi0118@gmail.com, bhavanajjavali@gmail.com, bhoomikas863@gmail.com, haemnath.paranthaman02@gmail.com, spoorthisrinivas509@gmail.com, sushmithasush791@gmail.com, suprihbr858@gmail.com, manubnlk192002@gmail.com, shubhamsarasofficial@gmail.com, nandishnandu1437@gmail.com, biswajit.chakdaha13@gmail.com, vismayaravigowda007@gmail.com, anusharajput66@gmail.com, avpoojadvg@gmail.com, sahana2018p@gmail.com, nathiyac439@gmail.com, manasakrm@gmail.com, bgspandana@gmail.com, humairashaikh353@gmail.com, anusharamesh1226@gmail.com, dasanushka552835@gmail.com, farzanabai1@gmail.com, smshahid90786@gmail.com, gowdaramya693@gmail.com, sudheeshbalakrishna12@gmail.com, nischalag02@gmail.com, divyakr025@gmail.com, theerthanaramesh5922@gmail.com, ajayskalburgi@gmail.com, aishwarya200113@gmail.com, omkarteli2000@gmail.com, 2001abhishekmali@gmail.com, hupatil10@gmail.com, aishwaryakkw@gmail.com, sahanaagnayak@gmail.com, shridharhununswadkar@gmail.com, kushalnayak82@gmail.com, shridharhegde@klsvidit.edu.in, nehayolmaggad86@gmail.com, sinche200@gmail.com, samseena.mia@gmail.com, nishaballa118@gmail.com, sharanyasankar19@gmail.com, gaishwarya701@gmail.com, aaliyakhanum51@gmail.com, ahamedkabir050901@gmail.com, kishanh536@gmail.com, sanjunami25@gmail.com, varunsimha90@gmail.com, priyankakrajput2001@gmail.com, tharund1709@gmail.com, reddy1242016@gmail.com, abdulkhaderazeem7666@gmail.com, rajapurtejashwini28@gmail.com, yuvarajkone1808@gmail.com, vinodchalageri123@gmail.com, aragate2016@gmail.com, maruthi.cse.rymec@gmail.com, vidya151.cse.rymec@gmail.com, kavyak2981@gmail.com, jaswareddy786@gmail.com, harshithaec14@gmail.com, vinuthads21@gmail.com, dkhabhay@gmail.com, varunvk4444@gmail.com, reachdinushetty@gmail.com, shivaniheee2023@gmail.com, prasannakumaramca2023@gmail.com, eshwarvarun2001@gmail.com, kshavalad@gmail.com, madhukarhebbbar3@gmail.com, ranjanarajeev.13@gmail.com, knprashanth007@gmail.com

Dear Students,

Greetings from VTU CPC,

Congratulations to all the selects for M/S Stratogent organized by Rajiv Gandhi institute of technology in association with VTU.

Please find the attached list of final selects.

Thanks and Regards

Prof. S. K. Ambekar

Director, Central Placement Cell (CPC)

Visvesvaraya Technological University

Belagavi-590018, Karnataka

Mobile : 94486 91444

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

From: **Department of HRD & Placements** <placement@rgit.ac.in>

Date: Wed, Mar 1, 2023 at 11:29 AM

Subject: RESULTS OF M/S. STRATOAGENT DRIVE HELD FROM 3RD FEBRUARY 2023 TO 7TH FEBRUARY

To: VTU <placement@vtu.ac.in>, <vtutpcbmg@gmail.com>

Dear sir,

Please find attached the final list of students selected by M/S Stratogent. organized by Rajiv Gandhi institute of technology in association with VTU. from 3rd feb to 7th feb.virtually . Approximately 8k plus registered for the process & 3 K plus took part .

The offers would be released by the company after documentation verifications by them. Since the communication was through VTU I have not published the same.

Kindly officially publish from your end. as a protocol

5/2/23, 6:35 PM

Gmail - Fwd: RESULTS OF M/S. STRATOAGENT DRIVE HELD FROM 3RD FEBRUARY 2023 TO 7TH FEBRUARY 2023

Thanks & Regards

N Ravikumar
Head - Corporate Relations
Department of Placement

RAJIV GANDHI INSTITUTE OF TECHNOLOGY
RGC CAMPUS, CHOLANAGAR, HEBBAL, R.T.NAGAR POST, BANGALORE-560032
E-mail : placement@rgit.ac.in
Website: www.rgcgroup.org/www.rgit.ac.in
Whats app : 9481028018 MOB : 9844157027

 **SL candidates_Campus_To share.xlsx**
26K



Shivani H <shivaniheee2023@gmail.com>

Stratogent:- Document submission for Offer letter

7 messages

Meera Santosh <meera.santosh@stratogent.com>
To: Meera Santosh <meera.santosh@stratogent.com>

Tue, Mar 7, 2023 at 5:14 PM

Hi,

Congratulations!

Glad to inform that you have been selected for a **Trainee Engineer position with Stratogent Technology Services Pvt. Ltd..**

On the basis of our discussion, please submit the scanned copy of the following documents after which we will release the offer letter.

- Educational marksheets

10th std

+2

Marks sheets of all semesters

Certification courses certificates if any

- Recent Picture

- PAN card

- Aadhar Card

- Father's name

- Address proof

Pls fill the attached excel sheet

Regards,

5/2/23, 6:34 PM

Gmail - Stratogent:- Document submission for Offer letter

6:34 PM

Stratogent Technology Services Pvt.
Ltd.

Meera KS
Lead – Talent Acquisition




Smartworks, 69/3, Millers Rd, Vasanth Nagar, Bengaluru, Karnataka 560052
www.stratogent.com

From: Shivan
Sent: 11 M
To: Me
Sub

**** ATTENTION: CONFIDENTIAL ****

This email message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and/or privileged information. If you are not the intended recipient, please notify the sender immediately and delete the original. Any use, copying, forwarding, disclosure or distribution is strictly prohibited.

 **Details for offer release.xlsx**
19K

Shivani H <shivaniheee2023@gmail.com>
To: Meera Santosh <meera.santosh@stratogent.com>

Tue, Mar 7, 2023 at 10:04 PM

 **TOCE documents.zip**

[Quoted text hidden]

 **Details for offer release.xlsx**
8K

Meera Santosh <meera.santosh@stratogent.com>
To: Shivani H <shivaniheee2023@gmail.com>

Wed, Mar 8, 2023 at 1:54 PM

Send your 5th and 6th sem marks card.

[Quoted text hidden]

[Quoted text hidden]

Shivani H <shivaniheee2023@gmail.com>
To: Meera Santosh <meera.santosh@stratogent.com>

Sat, Mar 11, 2023 at 11:24 PM

I will send it soon. I haven't received it yet, could i share the vtu result format with you?

[Quoted text hidden]

2 attachments

 **image001.jpg**
4K

 **image001.jpg**
4K

Meera Santosh <meera.santosh@stratogent.com>
To: Shivani H <shivaniheee2023@gmail.com>

Mon, Mar 13, 2023 at 9:04 AM

Ok pls share

From: Shivani H <shivaniheee2023@gmail.com>
Sent: 11 March 2023 23:24
To: Meera Santosh <meera.santosh@stratogent.com>
Subject: Re: Stratogent:- Document submission for Offer letter

I will send it soon. I haven't received it yet, could i share the vtu result format with you?

On Wed, Mar 8, 2023, 1:54 PM Meera Santosh <meera.santosh@stratogent.com> wrote:

Send your 5th and 6th sem marks card.

From: Shivani H <shivaniheee2023@gmail.com>
Sent: 07 March 2023 22:04
To: Meera Santosh <meera.santosh@stratogent.com>
Subject: Re: Stratogent:- Document submission for Offer letter

 **TOCE documents.zip**

On Tue, Mar 7, 2023 at 5:15 PM Meera Santosh <meera.santosh@stratogent.com> wrote:

[Quoted text hidden]
[Quoted text hidden]

[Quoted text hidden]

Shivani H <shivaniheee2023@gmail.com>
 To: Meera Santosh <meera.santosh@stratogent.com>

Tue, Mar 14, 2023 at 3:25 PM

[Quoted text hidden]

 **TOCE-1 documents.zip**
588K


Shivani H <shivaniheee2023@gmail.com>
 To: Meera Santosh <meera.santosh@stratogent.com>

Tue, Mar 14, 2023 at 6:42 PM

[Quoted text hidden]

2 attachments

 **image001.jpg**
4K

 **Details for offer release.xlsx**
10K

5

To

Date: 3rd December, 2022

Jeevan.G

Subject: Internship Offer Letter

Dear Jeevan.G,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30 days** of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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

6



To
The Placement Cell
The Oxford College of Engineering
Bommanahalli

Ref : Campus Interview for Internship

Dear Sir,

On behalf of M/s Mechzephyr Engineering Pvt. Ltd (MZEPL), We are happy to extend an offer to the below listed students for an internship position within our organisation in applicable core field. This position is in Bangalore.

This position is scheduled to begin 15th Feb 2023 or earlier as per your exam schedules. It will be an internship opportunity ending when the students complete their final semester examination, tentatively by end June'23. However, the exact date of internship end will be based on the final semester examination (max 6 months from start date) and confirmation from college. This offer shall be extended as and when required for max 12 months as decided by the MZEPL. Please be sure to bring all necessary documents and belongings with you on your first day to complete your profile.

During your internship with M/s Mechzephyr Engineering Pvt. Ltd., you may have access to trade secrets and confidential or proprietary business information belonging to M/s Mechzephyr Engineering Pvt. Ltd. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of company. During your internship period you are bound to the rules and regulations of the company.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from M/s Mechzephyr Engineering Pvt. Ltd.

Any extension of the internship period or offering employment will be evaluated after successful completion of the internship by MZEPL.

Sl.No	Branch	Student Name
1	EEE	Yamini P
2	EEE	Kasula Yashitha

Note : Individual offer letter with terms and conditions, stipend detail (Ranges from 13000/- to 15000/- based on individual capability) and necessary agreement as applicable will be shared before start of internship.

Thanks and regards

For Mechzephyr Engineering Pvt. Ltd.

[Handwritten Signature]
Authorised Signature



Mechzephyr Engineering Pvt. Ltd.

Shed No.A 70, KSSIDC Bommasandra
Industrial Area Bangalore - 560099.

sales@vindsol.in | service@vindsol.in

080 2990 7077 / 90080 56699

www.vindsol.in

CIN : U31909KA2021PTC153544



To

Date: 3rd December, 2022

Likitha C Shetty

Subject: Internship Offer Letter

Dear Likitha C Shetty,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

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- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
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- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



8

Offer: Computer Consultancy
Ref: TCSL/DT20223147810/Bangalore
Date: 28/12/2022

Ms. Meghana L
The Oxford Girls Hostel,
The Oxford College Of Engineering,
Bangalore-560068,
Karnataka.
Tel# 91-8105251244

Dear Meghana L,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20223147810

1

TATA CONSULTANCY SERVICES

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



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

TCS Confidential

TCSL/DT20223147810

3

TATA CONSULTANCY SERVICES

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

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

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

TCS Careers Serviceline: 1 800 200 3111 Email: careers@tcs.com



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

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



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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

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

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



16. R

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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



16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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TATA CONSULTANCY SERVICES

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



22. Lf

address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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TATA CONSULTANCY SERVICES

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



22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

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

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

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

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



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

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

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Meghana L
Designation	Assistant System Engineer-Trainee
Institute Name	The Oxford College Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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

To

Date: 3rd December, 2022

Prerana R

Subject: Internship Offer Letter

Dear Prerana R,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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

10



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1868

Date : 27 March 2023

Dear **Safeer Hussain Rather**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : **05 April 2023 to 14 April 2023**

On the Job Training Start Date: **15 April 2023**

On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000** Per Month

Incentives : **INR 10000**

Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

To

Date: 3rd December, 2022

Shalini S C

Subject: Internship Offer Letter

Dear Shalini S C,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director – Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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

15-Feb-2023

Shaun Jericho S
USN: 1OX19EE030
Electrical Engineering
The oxford College Of Engineering
10th Milestone, Bommanahalli, Hosur Road,
Bengaluru, Karnataka 560068

Sub: internship Offer

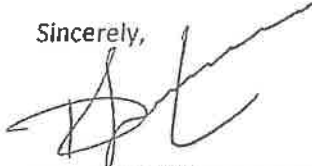
Dear Shaun,

We are happy to offer you an internship in our organization for a period of 6 months starting from 15-Feb-2023. You have to carry your own laptop and internet connection for the internship. During the tenure of internship, you have to report to the line manager nominated by us.

Upon acceptance of internship offer, kindly sign the offer letter and send a scanned copy to us via email.

All the best!

Sincerely,



Name: DEEPAK KUMAR G
Designation: Director

Encl: Terms of Internship, ANNEXURE – I and ANNEXURE – II

Mechzephyr Engineering Pvt. Ltd.

Shed No.A 70, KSSIDC Bommasandra
Industrial Area Bangalore - 560099.

sales@vindsol.in | service@vindsol.in

080 2990 7077 / 90080 56699

www.vindsol.in

CIN : U31909KA2021PTC153544



TERMS OF INTERNSHIP



1. Date of Commencement of Internship: 15-Feb-2023
2. Duration of internship: As given in internship agreement
3. Stipend : Rs 14000 per month
4. Expectations from the intern:
 - a. Alignment to the core values of the organization
 - b. Willingness and an appetite for learning new things.
 - c. Showcase able results in assigned tasks during the internship.
5. Other benefits: Not applicable
6. Working days: Monday to Friday (compensation working days/training may be planned on Saturdays)
7. Work timings: 10.00 AM to 6.30 PM
8. Leaves: Leaves are subject to approval and have to be compensated based on business requirements,
 - a. Any planned leave requires prior information and approval from the line manager nominated by Mechzephyr Engineering Pvt Ltd
 - b. Any emergency/sick leave needs to be informed to the HR and line manager nominated by Mechzephyr Engineering Pvt Ltd before availing the same.
 - c. During the course of internship any leave taken will be considered as loss of pay
9. Internship completion certificate shall be provided only on completion of assigned tasks at the end of the internship period.
10. Any documentation done to present/submit in college needs to be reviewed and approved by the line manager nominated by Mechzephyr Engineering Pvt Ltd.
11. Termination: The internship shall be terminated if the intern breaches any of the terms detailed in the internship agreement and non-disclosure agreement (ANNEXURE – I and ANNEXURE – II respectively)
12. Documents to submit (scanned copies)
 - a. Permission/Acceptance letter from college and College ID card
 - b. Educational certificates: 10th and 12th standard mark sheets and college mark sheets
 - c. Identity Proof (any two):
 - i. Driving license
 - ii. PAN card
 - iii. Passport iv. Aadhar Card
 - d. Passport size photographs (2 Nos.)



I, Shaun Jericho S, confirm that I am voluntarily accepting the internship offer and abide the terms of internship mentioned above.

Mechzephyr Engineering Pvt. Ltd.

Shed No.A 70, KSSIDC Bommasandra
Industrial Area Bangalore - 560099.

sales@vindsol.in | service@vindsol.in

080 2990 7077 / 90080 56699

www.vindsol.in

CIN : U31909KA2021PTC153544

Name & Signature of the Intern:

Shaun Jericho S

Date: 07/03/23



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Poojita Kotagi <poojita.k@tataelxsi.co.in>

Tue, Dec 6, 2022 at 1:35 PM

To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Cc: Varun Singh <varun.s1@tataelxsi.co.in>

Hello sir,

PFB list of final selects:

Candidate Name	Primary Email	Mobile
Shaun Jericho S	shaunjerichoseee2023@gmail.com	9739361200
Snehal Kumar Singh	snehalkumarsinghcse2023@gmail.com	8789145349
Suchitra Mallik	suchitramcse2023@gmail.com	7085963196
Kushal Na J	kushaljase2023@gmail.com	8660105477
Aishwarya P	aishwaryapise2023@gmail.com	9901196419
Amisha Kumari	amishakumariise2023@gmail.com	8088459306
Madhura D	madhuradise2023@gmail.com	7899145545

Congratulations to them.

I would like to take this opportunity to thank you for being a great host and helping in the smooth run of the event and making it a successful one. Thanks to all the coordinators who supported unconditionally throughout the day.

Please feel free to connect with me for any further queries.

Thanks once again

Regards,
Poojita Kotagi

Associate Executive
TATA ELXSI
ITPB Road, Whitefield, Bangalore 560 048 India
M: +91 9113290227
www.tataelxsi.com



From: Poojita Kotagi <poojita.k@tataelxsi.co.in>
Sent: Saturday, December 3, 2022 3:41 PM
To: The Oxford Educational Institutions . <hodplacements@theoxford.edu>
Cc: Varun Singh <varun.s1@tataelxsi.co.in>
Subject: Re: TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Hello sir,



EE

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Letter of Intent (LOI)

Superset ID: 3617206

Date: November 25, 2022

Dear UMAMAH CHAMAN KHAN,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

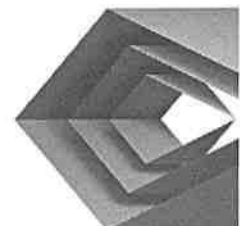
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Letter of Intent (LOI)

Superset ID: 3616291

Date: November 25, 2022

Dear Uzma Parveen H I,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time Internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

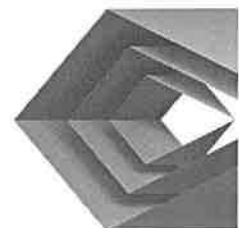
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



To
Date: 3rd December, 2022
Uzma Parveen H I
Subject: Internship Offer Letter
Dear Uzma Parveen H I,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited

Dewaker Singh Bisht
Director - Human Resources
IntelliPaat Software Solutions Pvt. Ltd.
AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 3rd December, 2022

Vinay C

Subject: Internship Offer Letter

Dear Vinay C,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
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Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director – Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Accord Selection list - Systems - Campus drive

Neelima K @ AGTSPL <neelima.k@accord-soft.com> Tue, May 16, 2023 at 5:41 PM
To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>
Cc: "Manjunatha M N @ AGTSPL" <manjunatha.mn@accord-soft.com>, "Sweatha K @ AGTSPL" <sweatha.k@accord-soft.com>, "Vinodkumar M @ AGTSPL" <vinodkumar.m@accord-soft.com>

Dear Sir,

Firstly, we would like to thank you for your support in organising the Campus drive and making it successful.

As discussed, please find attached the selected list of students from campus drive in Systems division and we will communicate Software division selection list on or before May 22, 2023. Also, we request you to communicate to the respective students accordingly

Please check and let us know for any clarification.

Thanks & Regards;

Neelima K

Executive HR

Accord Global Technology Solutions Private Limited

No. 72 & 73, 1st & 4th Floor, Krishna Reddy Colony,

Domlur Layout, Bangalore - 560 071

Mobile No. : 9611586266

Email id: Neelima.k@accord-soft.com

Web: www.accord-soft.com

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Selected Candidates.xlsx
15K

Sarang Ayachit@hs-narayana.com

- Computer
- Inbox
- Starred
- Snoozed
- Important
- Sent
- Drafts
- Categories
- More

- Labels
- Follow up
- Junk E-mail
- Mac
- Placement offer letter 2...
- Priority
- TOCE Placement
- More

Sarang Ayachit

Human Resources (RBIN/HRL2)

Robert Bosch GmbH | Postfach 18 00 50 | 73073 Stuttgart | GERMANY | www.rbsch.com
Tel. +91 80 6752-6569 | Mobile +91 960 603444 | Fax +91 80 6752-9 | Sarang.Ayachit@hs-narayana.com

Registered Office: Sultan Registration Office, Aufseßerstr. Stuttgart, +RZ 14000
Chairman of the Supervisory Board: Prof. Dr. Stefan Aschkenes
Managing Director: Dr. Tobias Kretschmer
Dr. Christian Fischer, Ralf Albrecht, Dr. Markus Kuschner, Dr. Marcus Horn, Holger Niggel

Ayachit Sarang (RBIN/HRL2) <Sarang.Ayachit@hs-narayana.com>
to me, shabbir@hiremee.co.in, Niyag

Dear Placement team,

Please find the results from the interview below

Kindly block the selects for us. We will confirm the waitlist by Jun'23

Name	Gender	Email id	Contact No.	College
Somesh S Ghatage	Male	someshghatage@gmail.com	9019971740	The Oxfu
Ganesh S	Male	ganeshshiva347@gmail.com	7619112184	The Oxfu
ADITHYA K	Male	adithya070921@gmail.com	8217659623	The Oxfu

placement oxford <placements@theoxford.edu>
to Ayachit, shabbir@hiremee.co.in, Niyag

Respected Sarang sir,

Greetings!

Thank You so much for the information. We are blocking these students for BOSCH. We will not allow these 3

Thanks and Regards,

S.No	Gender	Name of the student	Email ID	Contact Number	College Name	Year of Passing BE/B.Tech	Branch/Stream
1	MALE	VIVAN AKASH KISHATRIYA	vivanaakashkshatriyaees2023@gmail.com	9632048721	The Oxford College of Engineering	2023	EEE



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Letter of Intent (LOI)

Superset ID: 3622636

Date: November 25, 2022

Dear Yamini C,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference, <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

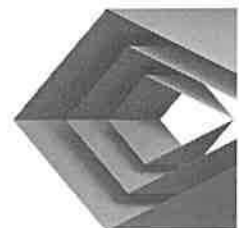
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru

20

Narmada Vivekanand Bir... 11/16/2022
to: Yamini P.

Hello YAMINI P,

Congratulations!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd, Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (6-Dec-2022).

Work location: Bangalore and you need to work from Koramangala office (No work from home option for this position)

Internship start date: 15th Feb 2023

Duration: 6months to 8months. Upon successful completion you will be absorbed as Trainee Software Engineer.

Stipend during Internship: 15,000 INR per month (including PF & ESI), take home 12,000INR per month.

Work location: Bengaluru and you need to work from the Koramangala office.

Upon Successful completion of Internship, you will be considered for fulltime employment with following details:

Position: Full time and permanent

Designation: Trainee Software Engineer

Payscale: 3,54,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 10% to 50% based on the performance ratings.
Employment bond: 3 years.

NOTE

1. The employment agreement starts from the DOJ as inform, will be for 3 Years.
2. You are required to submit your First and Second year Degree Marksheet (Originals) at the time of joining as Intern. Which will be returned upon completion of 18 Months of employment with the company.
3. You are required to submit education documents originals (SSC, Inter, BEd, B.Tech/MCA) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.
4. It is mandatory to take full time position post internship duration if the job performance is bad during the internship the company reserves all rights to revoke the offer.

CTC break up:

Basic Salary & DA	1,46,700
House Rent Allowance	73,350
Other Allowances	73,350
Bonus**	35,000
Provident Fund Employer Contribution	21,600
Insurance (DMC & GPF)	5,267
Gratuity**	6,113
Total Cost to Company	3,61,000

* Bonus will be paid in two equal installments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be provided only after the said intervals to bring them into the regular payment schedule.

** Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of joining. The contributions mentioned will be deposited with the Life Insurance Corporation of India every year and an employee will claim from the service company after completing the service exceeding 5 years will be paid a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the L.I.C.

*** The Insurance and Medical Benefits mentioned are provided through an insurance under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments and legal fee compensation shall be borne by the employee.

Thank you,
Narmada Biradar
Sr. Manager-HR
Cor 96540055
Terralogic Software Solutions Pvt. Ltd.

2
Yamini P 11/16/2022
to: Narmada Vivekanand Bir...

Has capt the offer.

View your mail

Reply Forward

Navigation icons: back, home, mail, search



Strictly Private and Confidential

Date: 04/13/2023

Umamah Chaman Khan

C11895502

#137, 6th cross, lakshmi nagar, vittasandara main road, begur, begur post, bangalore 560068

8892926782

Dear **Umamah Chaman Khan**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

In the event
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You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000 provided new joiner is employed with the company for minimum three months.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

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

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Umamah Chaman Khan

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ANNEXURE I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000/-
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 14,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 461200/-

(E)##Additional Discretionary Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan -- to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your

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

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR 25,000/- in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

to be governed by

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion. Currently, the discretionary WFH benefits as mentioned in Annexure 1 (E) are available for our people until August 31, 2023 as per the company guidelines, provided such employees have joined/onboarded with Accenture before August 31st 2023.

5.You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Certification Completion Document (as mentioned in the eligibility criteria)
9. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required

by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Umamah Chaman Khan

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."



You Are Awesome!

Text

Offer Letter

Six Dee Telecom Solutions

Akash Holla P

21 February 2023

9353665069

hollaakashise2023@gmail.com

Dear Akash,

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

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

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

REMUNERATION

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

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 400000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

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

We look forward to you joining us.

Kind regards,
Yours sincerely,

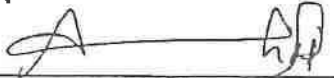
Shweta Singh

Shweta Singh
Manager - Human Resources
For and on behalf of
Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, AKASH HOLLA P s/o/d/o BHARGAVI HOLLA Y P, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature  Date 11/03/2023
(Akash Holla P)

001



Letter of Intent (LOI)

Superset ID: 3620574

Date: November 25, 2022

Dear Abdul Khaliq,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

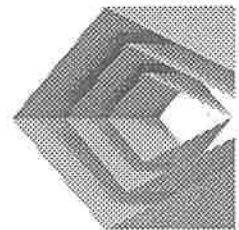
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



08-December-2022

Dear **Abhishek Setty M,**

Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern.**

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

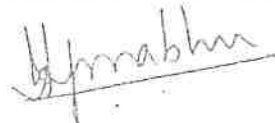
As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,
For **Finnovation Tech Solutions Pvt. Ltd.**



Ashwin Prabhu
Head - Human Resources



Welcome to Cognizant Internship 2023 | Internship orientation

1 message

Cognizant via Superset <cognizant.hiring@joinsuperset.com>
To: abhisheksettyrise2023@gmail.com

Tue, 20 Dec, 2022 at 6:47 pm



Internship orientation

📅 22/12/2022 | 6:00 p.m. - 7:00 p.m.

🎤 **Maya Sreekumar**
Vice President, Human Resources - GenC

Join

Dear Candidate,

Greetings from Cognizant!

At Cognizant, we believe in creating possibilities for a better future through our efforts as we engineer modern businesses to improve everyday life. We are glad to have you with us as you chose to take on this exciting new journey, full of possibilities of taking your lives and careers to new places.

Welcome to Internship 2023 and join us to know more from our leader about the journey that awaits.

We take this opportunity to invite you for an orientation session with
Maya Sreekumar - Vice President, GenC Program Head





Maya has been with Cognizant for 25 years and was also a campus recruit. She brings in experience from IT Project Delivery in US & Europe, Business Operations, Heading Quality Engineering and Assurance for various Industry domains. Following her passion towards people development strategies, she moved to HR and Learning and Development domain.

Currently, she heads the GenC Program for India and also the Coimbatore Centre.

She is also a leader focusing on Women development specific initiatives and was presented the Iconic Woman on the Year 2016 award on Women's day for her contribution in the field of IT in Coimbatore.

We look forward to your presence!

Regards,
Human Resources - GenC

Disclaimer.

- Cognizant does not entertain payments of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to GenCHRCComplianceIND@cognizant.com
- If you encounter anyone who claims to offer jobs at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make.
- We recommend that you do not respond to spam emails/ messages you do not trust; never disclose your personal or financial details to anyone you do not know. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRCComplianceIND@cognizant.com
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels.
- To ascertain that you are receiving a genuine call from Cognizant, please ensure to collect the recruiters details (full name, official email id, employee ID & mobile number) during the call.

To **Adarsh Tripathi** **Date: 3rd December, 2022**
Subject: Internship Offer Letter

Dear Adarsh Tripathi,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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

004

The Oxford Educational Institutions . <hodplacements@theoxford.edu>

6

TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Tue, Dec 6, 2022 at 1:35 PM

Poojita Kotagi <poojita.k@tataelxsi.co.in>
 To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>
 Cc: Varun Singh <varun.s1@tataelxsi.co.in>

Hello sir,

PFB list of final selects:

Candidate Name	Primary Email	Mobile
Shaun Jericho S	shaunjerichoseee2023@gmail.com	9739361200
Snehal Kumar Singh	snehalkumarsinghcse2023@gmail.com	8789145349
Suchitra Mallik	suchitramcse2023@gmail.com	7085963196
Kushal Na J	kushaljase2023@gmail.com	8660105477
Aishwarya P	aishwaryapise2023@gmail.com	9901196419
Amisha Kumari	amishakumariise2023@gmail.com	8088459306
Madhura D	madhuradise2023@gmail.com	7899145545

Congratulations to them.

I would like to take this opportunity to thank you for being a great host and helping in the smooth run of the event and making it a successful one. Thanks to all the coordinators who supported unconditionally throughout the day.

Please feel free to connect with me for any further queries.

Thanks once again

Regards,
Poojita Kotagi

Associate Executive
 TATA ELXSI
 ITPB Road, Whitefield, Bangalore 560 048 India
 M: +91 9113290227
www.tataelxsi.com

TATA ELXSI

Home to
a Billion
Possibilities

Aishwarya.P.

10X19T5004 (7)

Welcome to the Labcorp Global Internship Program!

Our team is driven by our company mission to improve health and improve lives. Each year we seek talent students from around the world to join our team as part of the Labcorp Global Internship Program and we are thrilled you have chosen to join us!

At Labcorp, our people are our strength. That's why we are committed to developing our student interns. We aim to create an environment that stimulates growth where you can achieve your fullest potential and fuel our organizational success.

As the University Relations team prepares for your internship experience, we look forward to getting to know you, working alongside you, sharing ideas and cheering you on as you accomplishing projects that advance research and healthcare around the world. In return, you can expect an intern experience full of hands on learning, challenging assignments, professional development and networking with some of the world's brightest scientific and healthcare leaders.

Between now and your start date, we will send you occasional communications with information and resources to prepare for your internship. If at any time, you have questions, please do not hesitate to reach out to us directly.

Again, the entire Labcorp community is excited you're joining us in 2023. It's going to be a great year!

Warm Regards,

Rebecca Verhulst - Volkmann

Director, Global Early Talent

labcorp



Letter of Intent (LOI)

Superset ID: 3620795

Date: November 25, 2022

Dear Ajay K S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

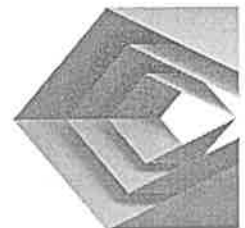
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



PRIVATE & CONFIDENTIAL

23 Mar 2023

Ajay KS
Vellore

Dear Ajay KS,

Subject: Offer Letter

This has reference to your application and subsequent interviews you had with us for the below-mentioned position. On the basis of mutual interaction and discussion that we have had, we are pleased to offer you as below:

Role : TR Application Developer
Designation : Executive
Grade : A5-1

Your Gross Potential Earnings, Compensation & Benefit Program applicable is provided in ANNEXURE I. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

Your date of joining shall be on or before **31 Jul 2023**

Your initial posting will be in **Corporate Office-LOIPL**. You may, however, be required to move / relocate to any other office / store /warehouse in any location where the organization has its offices and operations, either on a temporary or on a permanent basis.

This offer is made to you based on the information / documents furnished by you. If any information and or documents are found to be incorrect or has discrepancy, manipulated, fabricated, forged etc, then this offer shall be withdrawn by the Company forthwith. Company shall have right to conduct background verification on the information and documents provided by you.

You will be governed by the rules and regulations of the company on all matters related to the place, time & nature of your work. A detailed appointment order will be issued to you in this regard.

At the time of joining, please submit the following documents:

1. Certificates in support of your educational qualification, work experience, date of birth, PAN Card and other testimonials.
2. Three recent passport size photographs(with White background).
3. Proof of residence viz., copy of passport or Election Commission Identity card.
4. Relieving letter and Salary certificate from your last employer in case you were employed.

Sheshav Gupta
Head - Human Resources



Ajay K S <ajayksise2023@gmail.com>

Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru

2 messages

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com> 14 December 2022 at 14:10
To: ajayksise2023@gmail.com
Cc: Rajani Bathula <rajani@terralogic.com>, Biswa Ranjan Pal <biswaranjan.pal@terralogic.com>

Hello Ajay K S,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (16-Dec-2022).

Work location: Bengaluru and you need to work from Koramangala office (No work from home option for this position)

Internship start date: 16th Feb 2023

Duration: 4month to 6months, Upon successful completion you will be absorbed as Trainee Software Engineer

Stipend during internship: 15,000 INR per month(Including PF & ESI), take home 12,800INR per month.

Work location: Bengauru and you need to work from the Koramangala office.

Upon Successful completion of Internship, you will be considered for fulltime employment with following details

Position: Full time and permanent

Designation: Trainee Software Engineer

Payscale: 3,50,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years

NOTE:

1. The employment agreement starts from the DOJ as Intern, will be for 3 Years.

2. You are required to submit your First and Second year Degree Marksheets(Originals) at the time of joining as Intern. Which will be returned upon completion of 18 Months of employment with the company.
3. You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ MCA) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.
4. It is mandatory to take full time position post internship duration if the job performance is bad during the internship the company reserves all rights to revoke the offer.

CTC break up:

Basic Salary & DA	1,46,700
House Rent Allowance	73,350
Other Allowances	73,350
Bonus*	35,000
Provident Fund Employer Contribution	21,600
Insurance (GMC & GPA)	5,767
Gratuity**	6,113
Total Cost to Company	3,61,880

* Bonus will be paid in two equal instalments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

*Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of Joining. The contribution mentioned will be deposited with the Life Insurance Corporation of India every year and an employee resigning from the services company after completing the service exceeding 5 years will be paid, a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the LIC.

*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.

Thank you,
Narmada Biradar
Sr. Manager-HR
Cell: 9886310182

Terralogic Software Solutions Pvt. Ltd.

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>

19 December 2022 at 11:13

To: ajoyksise2023@gmail.com

Cc: Rajani Bathula <rajani@terralogic.com>, Biswa Ranjan Pal <biswaranjan.pal@terralogic.com>

Hello Ajay

The last date to accept the offer was 16th Dec, since we have not got any response we revoke the offer.

Wish you all the best!

Regards,

Narmada

Sr. Manager- HR

Terralogic Software Solutions Pvt. Ltd.

[Quoted text hidden]

13:00

270 KB/s 4G 49



Narmada Vivek... 12/14/2022

to me, Rajani, Biswa



Hello Akash Holla P

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (16-Dec-2022).

Work location: Bengaluru and you need to work from Koramangala office (No work from home option for this position)

Internship start date: 16th Feb 2023

Duration: 4month to 6months, Upon successful completion you will be absorbed as Trainee Software Engineer

Stipend during internship: 15,000 INR per month(Including PF & ESI), take home 12,800INR per month.

Work location: Bengaluru and you need to work from the Koramangala office.

Upon Successful completion of Internship, you will be considered for fulltime employment with

Offer Letter Body

Page 1 of 11



Persistent

Reference: Persistent/Campus/2149049/3.0

Confidential

Jan 15, 2023

Akshay Singh V Bais
9-616/8A, Maniksingh complex
Quadri Chowk ,Kalaburagi
Gulbarga 585101

Dear Akshay,

Subject:Your Appointment as Software Engineer

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer** at grade 3.0 with Persistent Systems (Company).

This offer stands null and void if you fail to complete the pre-joining training successfully on or before date of joining and/or fail to complete your graduation/post-graduation without keeping any backlogs. Company and you agree that it shall not be obligatory on the part of the Company to offer any employment to you or extension of training period upon completing the Term of the training in the Company.

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs. The Company encourages employees to sharpen and enhance their competencies by providing various roles.

Your joining date will be communicated to you in due course of time.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. 501,008. Your Annual Gross Salary will be Rs. 460,008. A detailed break up of your salary is given in 'Annexure-A'.

Statutory Bonus / Ex-Gratia Payment

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:

- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

If no such statutory modifications of retrospective nature are noticed, the remaining amount under the heading 'Statutory Bonus / Ex-gratia' will be eventually considered towards 'Ex-gratia'. If changes in statute take place with retrospective effect, Company reserves right to apply this logic of considering complete amount towards 'Statutory bonus' and balance, if any, left towards 'Ex-gratia' in retrospect.

CPB - Company Performance Bonus(as per the Company policy) -

This payment is part of your annual gross salary, the payout will be based on Annual Performance of the Company and will be governed as per prevailing CPB policy.

Performance Pay:

Performance Pay component mentioned in the salary break-up sheet will be paid as follows

- 100% of the amount will be paid on a monthly basis.

- If you are put on Performance Improvement Plan (PIP) or equivalent plan resulting out of 'on the job' observation of below expectation performance, company reserves the right to withhold this amount till you successfully complete the PIP. In case your PIP commences in a month and stretches over the next month then the Performance Pay shall be proportionately paid to you for each month for the period you were not under the PIP.

- If you are found to be not in compliance with various internal policies / guidelines / requirements within the timelines specified in the respective policies / guidelines / requirements, company reserves the right to withhold this amount every month you remain non-compliant. Such deducted performance pay would be returned to you once you are found to be in compliance, in all respects.

Joining Bonus -

In addition to the yearly compensation package, you would be paid a one-time joining bonus of Rs.40,000. This amount will be paid to eligible candidate based on successful completion of pre-joining training and assessments. The Company may, at its discretion, release the payment of the Joining Bonus.

10



Onboarding Date Change for Byju's Internship Program

1 message

Jamariya Dharmendra <dharmendra.j@byjus.com>

Tue, 2 May 2023 at 10:35

To: MAYANK KUMAR MISHRA <mayank.mishra2@byjus.com>, S Y <divya.sy@byjus.com>

Bcc: alagappanprise2023@gmail.com

Dear Candidate,

After careful consideration, we have decided to postpone your joining until after your final exams. This will provide you with sufficient time to prepare for your exams and will not affect your academic performance.

Furthermore, we have some exciting news for you! Instead of onboarding you as an intern, we will be offering you a two-month training program with a monthly stipend of INR 19,000. This training will help you to gain more knowledge and skills in the relevant field. After successful completion of the training program, you will be onboarded as a full-time Business Development Associate with a package of INR 8 LPA (5 LPA fixed + 3 LPA variable).

[Quoted text hidden]

Dharmendra Jamariya
Central Sales Development, BYJU'S

E dharmendra.j@byjus.com



www.byjus.com





A Unit of Focus 4D Career Education Pvt. Ltd

Mar 06, 2023

Ms Alekia P
alekiapise2023@gmail.com
Candidate Id: CN20230511

Dear Alekia P,

Further to our interactions with you, we are pleased to offer you the position of **Associate Trainer** in our **Skill Development Division**.

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

You will report to **Mr. Arun M (Training Manager)** or anyone whom he may depute. Your date of joining will be **20 Mar 2023**. Your base location will be **Bangalore**.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance up to **Rs.1500/-**. Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Associate Trainer** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure 1. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

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

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

Annexure I: Annual Compensation Structure

Name	Ms Alekia P	Position & Department	Associate Trainer
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
Total Cost to Company			3,06,000/-

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

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance



Date: 04-Apr-2023

Dear Alekia P,

Spektra Systems is pleased to extend to you an offer of internship program. This decision to offer you a trainee position with our company has been made in reliance of your information set forth in your resume, as well as the information provided by you to the company during your interview process. You will be interning as Trainee within Spektra Systems.

Please read the agreement carefully and initial each page. Then sign a copy and email a copy to hr@spektrasystems.com. This offer will expire five days from the date of this offer letter.

Please email if you have any questions or concerns.

Sincerely,

Manesh Raveendran
Partner

Internship Agreement

This INTERNSHIP AGREEMENT ("Agreement") made of and effective as of March 22nd, 2023 is by and between Alekia P ("Trainee"), and Spektra Systems, Partnership firm ("the Firm") having a registered office at Saraswathi Bhavan, Chengannur PO, Kerala - 689121.

- Internship start date is 22nd March 2023 to 22nd June 2023
- Position: Trainee
- Location: Remote
- Internship Hours: 40 Hours per week.
- Stipend: **This agreement does not include a fixed stipend. This may be amended later based on performance and business deliverables.**

Internship will also act as probation period for a permanent internship opportunity with Spektra Systems. Upon successful completion of internship, based on your performance you shall be absorbed as a permanent employee with Spektra Systems. Once absorbed, you'll be eligible for permanent employment benefits as per company policy. Please note that employment opportunity is solely based on performance, company decision and open positions at the time the internship completion. This letter does not guarantee employment with Spektra Systems.

Internship is contingent upon successful reference checks and the verification of information presented to the company by the Trainee in the application phase. Should the information be proven false, the company shall terminate internship immediately without notice period. Spektra Systems expects Trainees and interns to act with integrity, reporting him or herself to work promptly on the agreed upon start date.

1. Internship:

1.1 Position: The Company hereby agrees to hire you as an intern, hereby accepts such internship, all subject to the terms and provisions of this Agreement. Intern agrees (i) to devote intern's full-time professional efforts, attention and energies to the business of the Company, (ii) to perform such reasonable responsibilities and duties as may be assigned to intern from time to time by the Company, and (iii) to endeavour in all respects to promote, advance and further the Company's interest in all manners. Intern shall report to the Manager. Intern understands that, if Intern will perform services for the Company's clients at the client's place of business, Intern shall be subject to the Company's general intern policies but also to any applicable policies of the Company's clients.

1.2 No Moonlighting: While interning with the Company, Intern agrees that Intern will not accept any other part-time internship or consulting work or render any professional services, without the Company's prior written consent.

1.3 Place of Internship: Intern's internship will run remotely.

1.4 Hours of Internship: The normal internship hours are 9 hours with 60 minutes lunch breaks. Daily and weekly work schedules may be changed from time to time at the discretion of the

management to meet the varying conditions of business, project in hand, customer requests, operational and management requirements. It shall be essential obligation of an intern to report to work at the scheduled starting time and the Intern is bound to comply with such requirements.

2. Covenants:

2.1 During Trainee's internship with the Company, and for a period of 12 months following termination of such internship for whatever reason, Trainee will not directly or indirectly, solicit or otherwise attempt to provide or provide any Restricted Client (as defined below) any services substantially similar to those provided by the Company during the 12 months prior to the termination of his or her internship.

2.2 During Trainee's internship with the Company, and for a period of 12 months following termination of such internship for whatever reason, Trainee will not (i) communicate with a Prospective Client about a Prospective Client Job; (ii) provide services to a Prospective Client related to a Prospective Client Job; or (iii) directly or indirectly solicit, influence or encourage a Prospective Client to purchase services from a competitor of the Company related a Prospective Client Job.

2.3 Restricted Client means any individual or entity for whom or to which Trainee had provided services to such individual or entity on behalf of the Company during the 12 months preceding the termination of Trainee's internship.

2.4 A Prospective Client means (i) any individual or entity (A) for whom or to which the Company provided services in the twenty four months prior to the termination of Trainee's internship; or (B) who or which requested that the Company locate an individual with applicable skills to complete a Prospective Client Job at such Prospective Client's business, and (iii) with whom/which Trainee was introduced to such individual or entity on behalf of the Company during the 12 months preceding the termination of Trainee's internship as a potential individual to be hired to complete a Prospective Client Job or was informed by the Company that he or she was a potential individual to be hired to complete a Prospective Client Job.

2.5 A Prospective Client Job means a Prospective Client's project for services for which the Prospective Client has requested that the Company locate an individual with the applicable skills needed to complete that project for the Prospective Client so that the Prospective Client may hire the Company to perform services in connection with such project. Notwithstanding the above, Prospective Client Jobs do not include any projects for which the Prospective Client has rejected the Company's services or has otherwise affirmatively declined to purchase the Company's services in connection with a specific project prior to the termination of Trainee's internship.

3. Trainee Acknowledgement and Representation:

3.1 Trainee recognizes and agrees that the only way the Company can protect its legitimate

interest in preserving its goodwill with its clients is to require Trainee to sign the non-compete covenant contained herein and that this non-competition covenant is both necessary and reasonable in its scope.

3.2 Trainee agrees, during the term of any restriction contained in this Agreement, to disclose this Agreement to any entity which offers internship to Trainee. Trainee further agrees that the Company may send a copy of this Agreement to, or otherwise make the provisions hereof known to any of Trainee's potential employers.

3.3 Inventions and Work Products: All such Inventions and products of work shall be the sole and exclusive property of Spektra Systems. You also agree to execute without receiving additional compensation: (a) any formal documents necessary to assign any Inventions to Spektra Systems; and (b) all documents required to obtain a patent, register a copyright, or enforce Spektra Systems's right in such Inventions. These obligations shall continue beyond the termination of internship with respect to Inventions you conceive or make during the period of your internship.

3.4 Trade Secrets, Proprietary Information and Client Information: Trainee agrees to maintain strict confidentiality regarding information obtained through the course of working at Spektra Systems. As an Information Technology Professional organization, we expect highest level of confidentiality regarding sensitive company or client data. We require written management consent to divulge any and all client information.

4. Termination of Internship: Internship will continue until the specified completion date or terminated by either party in accordance with section 4.

4.1 By Intern:

i Intern Notice Period: Interns may terminate Intern's internship pursuant to this Agreement with at least ten (10) days prior written notice (the "Intern Notice Period") to the Company. Upon termination by Intern under this section, the Company may, in its sole discretion and at any time during the Intern Notice Period accept the termination notice and terminate the internship effective before the completion of notice period. Intern shall not take any vacations during the Notice Period without the prior consent of the Company.

ii Liquidated Damages: If Intern does not give notice as provided under this section 4.1 before terminating his internship pursuant to this Agreement, Intern agrees to pay to the Company as liquidated damages, not as a penalty or fine, an amount equal to the remainder of notice period not served in terms of the Intern's then current stipend. Intern agrees that should he or she not provide the notice required under Section 3.1(a) that the Company shall deduct the liquidated damages described in this Section 3.1(b) from Intern's final expenses reimbursements or pay check or through due course of the law.

4.2 By the Company:

i With Cause: The Company may terminate Intern's internship pursuant to this Agreement for Cause, as defined below, immediately upon written notice to Intern.

- ii **Cause:** "Cause" shall mean any of the following: (i) any act, failure to act, conduct, pattern of conduct or condition injurious or potentially injurious to the business or reputation of the Company; (ii) any conviction for misdemeanor or felony the circumstances of which are substantially related to the circumstances of Intern's job; (iii) Intern's commission of any material act of dishonesty or disloyalty involving the Company or a Company client; (iv) the failure to perform substantially his or her duties for the Company or a Company client, which failure remain uncured seven (7) days after written notice from the Company of the failure; (v) theft or fraud by Intern with respect to the business of the Company or a Company's client (vi) any material breach of this Agreement or Intern's insubordination, gross misconduct or material violation of a Company's or Company client's internship policy; or (vii) failure to accept an job assignments in good faith. The Company retains sole discretion to determine whether Cause exists.

- iii **Without Cause:** The Company may terminate Intern's internship pursuant to this Agreement without cause at any time with immediate notice to Intern.

5. **Stipend**

5.1 **Stipend:** Stipend, if any shall be documented on the first page of this letter. Company reserves the rights to include, amend, remove stipend at any point of time during the internship based on an intern's performance and contributions to business deliverables.

5.2 **Confidentiality:** The information relating to your stipend is considered strictly confidential and the Company expects you to maintain a code of ethics to discuss stipend matters solely with your managers and human resource representatives.

6. **Remedies:** Trainee acknowledges and agrees that a violation of this Agreement would cause irreparable harm to the Company, and that the Company's remedy at law for any such violation would be inadequate. In recognition of the foregoing, Trainee agrees that in addition to any other relieve afforded by law, including damages sustained by a breach of this Agreement, the Company will have the right to enforce this Agreement by specific remedies, which will include, among other things, temporary and permanent injunctions, it being the understanding of the undersigned parties hereto that both damages and injunctions will be proper modes of relief and are not be considered as alternate remedies.

7. **Amendment:** No amendment, modification or waiver of any provisions of this covenant or consent to any departure thereof shall be effective unless in writing signed by the parties against whom it is sought to be enforced.

8. **Entire Agreement:** This document contains the entire agreement that exists between Trainee and the Company with respect to each of the subjects herein contained replacing and superseding any agreements, oral or written, between the Company and Trainee with respect to the subjects herein contained.

9. **Survival:** Upon termination of Trainee's internship pursuant to this Agreement, Trainee's

obligations pursuant to Sections 4 and 5 shall survive the termination of this Agreement for the time periods included therein.

10. **Severability:** If any provision of this Agreement is held for any reason to be unenforceable, the remainder of this Agreement shall remain in full force and effect. Each section is intended to be a severable and independent section with in this Agreement.

11. **Headings:** The headings in this Agreement and intended solely for convenience of reference and shall be given no effect in the construction or interpretation of this Agreement.

12. **Governing Law:** This Agreement is made in the state of Kerala, India and shall be governed by and constructed in accordance with the laws of the said State. Trainee consents to the jurisdiction of the courts of Kerala, India.

13. **Counterparts:** This Agreement may be executed in one or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.

14. **Further Assurance:** Trainee agrees to execute any other documents or take any other actions reasonably requested by the Company to fulfil the agreements described herein.

The parties hereto have executed this Internship Agreement as of the date first written above:

Name	Manesh Raveendran For Spektra Systems	Alekia P
Designation	Partner	Intern (Trainee)
Signature		
Date		Apr 09 2023 22:11 PDT
Place	Bengaluru	Bengaluru



012.

17

The Oxford Educational Institutions . <hodplacements@theoxford.edu>

TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Poojita Kotagi <poojita.k@tataelxsi.co.in>

Tue, Dec 6, 2022 at 1:35 PM

To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>

Cc: Varun Singh <varun.s1@tataelxsi.co.in>

Hello sir,

PFB list of final selects:

Candidate Name	Primary Email	Mobile
Shaun Jericho S	shaunjerichoseee2023@gmail.com	9739361200
Snehal Kumar Singh	snehalkumarsinghcse2023@gmail.com	8789145349
Suchitra Mallik	suchitramcse2023@gmail.com	7085963196
Kushal Na J	kushaljcse2023@gmail.com	8660105477
Aishwarya P	aishwaryapise2023@gmail.com	9901196419
Amisha Kumari	amishakumariise2023@gmail.com	8088459306
Madhura D	madhuradise2023@gmail.com	7899145545

Congratulations to them.

I would like to take this opportunity to thank you for being a great host and helping in the smooth run of the event and making it a successful one. Thanks to all the coordinators who supported unconditionally throughout the day.

Please feel free to connect with me for any further queries.

Thanks once again

Regards,
Poojita Kotagi

Associate Executive
TATA ELXSI
ITPB Road, Whitefield, Bangalore 560 048 India
M: +91 9113290227
www.tataelxsi.com



Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru Inbox x



Narmada Vivakanand Biradar <narmada.biradar@terralogic.com>
to me, Rajani, Biswa

Wed, Dec 14, 2022, 1:44 PM

Hello Amisha Kumari,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (16-Dec-2022).

Work location: Bengaluru and you need to work from Koramangala office (No work from home option for this position)

Internship start date: 16th Feb 2023

Duration: 4month to 6months, Upon successful completion you will be absorbed as Trainee Software Engineer

Stipend during internship: 15,000 INR per month(Including PF & ESI), take home 12,800INR per month.

Work location: Bengaluru and you need to work from the Koramangala office.

Upon Successful completion of Internship, you will be considered for fulltime employment with following details

Position: Full time and permanent

Designation: Trainee Software Engineer

Payscale: 3,50,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years



Date: 04-Apr-2023

Dear **Anirudh R.**,

Spektra Systems is pleased to extend to you an offer of internship program. This decision to offer you a trainee position with our company has been made in reliance of your information set forth in your resume, as well as the information provided by you to the company during your interview process. You will be interning as **Trainee** within Spektra Systems.

Please read the agreement carefully and initial each page. Then sign a copy and email a copy to hr@spektrasystems.com. This offer will expire five days from the date of this offer letter.

Please email if you have any questions or concerns.

Sincerely,

Manesh Raveendran

Manesh Raveendran
Partner

Internship Agreement

This INTERNSHIP AGREEMENT ("Agreement") made of and effective as of March 22nd, 2023 is by and between Anirudh R ("Trainee"), and Spektra Systems, Partnership firm ("the Firm") having a registered office at Saraswathi Bhavan, Chengannur PO, Kerala – 689121.

- Internship start date is 22nd March 2023 to 22nd June 2023
- Position: Trainee
- Location: Remote
- Internship Hours: 40 Hours per week.
- Stipend: **This agreement does not include a fixed stipend. This may be amended later based on performance and business deliverables.**

Internship will also act as probation period for a permanent internship opportunity with Spektra Systems. Upon successful completion of internship, based on your performance you shall be absorbed as a permanent employee with Spektra Systems. Once absorbed, you'll be eligible for permanent employment benefits as per company policy. Please note that employment opportunity is solely based on performance, company decision and open positions at the time the internship completion. This letter does not guarantee employment with Spektra Systems.

Internship is contingent upon successful reference checks and the verification of information presented to the company by the Trainee in the application phase. Should the information be proven false, the company shall terminate internship immediately without notice period. Spektra Systems expects Trainees and interns to act with integrity, reporting him or herself to work promptly on the agreed upon start date.

1. Internship:

1.1 Position: The Company hereby agrees to hire you as an intern, hereby accepts such internship, all subject to the terms and provisions of this Agreement. Intern agrees (i) to devote intern's full-time professional efforts, attention and energies to the business of the Company, (ii) to perform such reasonable responsibilities and duties as may be assigned to intern from time to time by the Company, and (iii) to endeavour in all respects to promote, advance and further the Company's interest in all manners. Intern shall report to the Manager. Intern understands that, if Intern will perform services for the Company's clients at the client's place of business, Intern shall be subject to the Company's general intern policies but also to any applicable policies of the Company's clients.

1.2 No Moonlighting: While interning with the Company, Intern agrees that Intern will not accept any other part-time internship or consulting work or render any professional services, without the Company's prior written consent.

1.3 Place of Internship: Intern's internship will run remotely.

1.4 Hours of Internship: The normal internship hours are 9 hours with 60 minutes lunch breaks. Daily and weekly work schedules may be changed from time to time at the discretion of the management to meet the varying conditions of business, project in hand, customer requests, operational and management requirements. It shall be essential obligation of an intern to report to work at the scheduled starting time and the Intern is bound to comply with such requirements.

2. Covenants:

2.1 During Trainee's internship with the Company, and for a period of 12 months following termination of such internship for whatever reason, Trainee will not directly or indirectly, solicit or otherwise attempt to provide or provide any Restricted Client (as defined below) any services substantially similar to those provided by the Company during the 12 months prior to the termination of his or her internship.

2.2 During Trainee's internship with the Company, and for a period of 12 months following termination of such internship for whatever reason, Trainee will not (i) communicate with a Prospective Client about a Prospective Client Job; (ii) provide services to a Prospective Client related to a Prospective Client Job; or (iii) directly or indirectly solicit, influence or encourage a Prospective Client to purchase services from a competitor of the Company related a Prospective Client Job.

2.3 Restricted Client means any individual or entity for whom or to which Trainee had provided services to such individual or entity on behalf of the Company during the 12 months preceding the termination of Trainee's internship.

2.4 A Prospective Client means (i) any individual or entity (A) for whom or to which the Company provided services in the twenty four months prior to the termination of Trainee's internship; or (B) who or which requested that the Company locate an individual with applicable skills to complete a Prospective Client Job at such Prospective Client's business, and (iii) with whom/which Trainee was introduced to such individual or entity on behalf of the Company during the 12 months preceding the termination of Trainee's internship as a potential individual to be hired to complete a Prospective Client Job or was informed by the Company that he or she was a potential individual to be hired to complete a Prospective Client Job.

2.5 A Prospective Client Job means a Prospective Client's project for services for which the Prospective Client has requested that the Company locate an individual with the applicable skills needed to complete that project for the Prospective Client so that the Prospective Client may hire the Company to perform services in connection with such project. Notwithstanding the above, Prospective Client Jobs do not include any projects for which the Prospective Client has rejected the Company's services or has otherwise affirmatively declined to purchase the Company's services in connection with a specific project prior to the termination of Trainee's internship.

3. Trainee Acknowledgement and Representation:

- 3.1 Trainee recognizes and agrees that the only way the Company can protect its legitimate interest in preserving its goodwill with its clients is to require Trainee to sign the non-compete covenant contained herein and that this non-competition covenant is both necessary and reasonable in its scope.
- 3.2 Trainee agrees, during the term of any restriction contained in this Agreement, to disclose this Agreement to any entity which offers internship to Trainee. Trainee further agrees that the Company may send a copy of this Agreement to, or otherwise make the provisions hereof known to any of Trainee's potential employers.
- 3.3 Inventions and Work Products: All such Inventions and products of work shall be the sole and exclusive property of Spektra Systems. You also agree to execute without receiving additional compensation: (a) any formal documents necessary to assign any Inventions to Spektra Systems; and (b) all documents required to obtain a patent, register a copyright, or enforce Spektra Systems's right in such Inventions. These obligations shall continue beyond the termination of internship with respect to Inventions you conceive or make during the period of your internship.
- 3.4 Trade Secrets, Proprietary Information and Client Information: Trainee agrees to maintain strict confidentiality regarding information obtained through the course of working at Spektra Systems. As an Information Technology Professional organization, we expect highest level of confidentiality regarding sensitive company or client data. We require written management consent to divulge any and all client information.

4. Termination of Internship: Internship will continue until the specified completion date or terminated by either party in accordance with section 4.

4.1 By Intern:

i Intern Notice Period: Interns may terminate Intern's internship pursuant to this Agreement with at least ten (10) days prior written notice (the "Intern Notice Period") to the Company. Upon termination by Intern under this section, the Company may, in its sole discretion and at any time during the Intern Notice Period accept the termination notice and terminate the internship effective before the completion of notice period. Intern shall not take any vacations during the Notice Period without the prior consent of the Company.

ii Liquidated Damages: If Intern does not give notice as provided under this section 4.1 before terminating his internship pursuant to this Agreement, Intern agrees to pay to the Company as liquidated damages, not as a penalty or fine, an amount equal to the remainder of notice period not served in terms of the Intern's then current stipend. Intern agrees that should he or she not provide the notice required under Section 3.1(a) that the Company shall deduct the liquidated damages described in this Section 3.1(b) from Intern's final expenses reimbursements or pay check or through due course of the law.

4.2 By the Company:

- i **With Cause:** The Company may terminate Intern's internship pursuant to this Agreement for Cause, as defined below, immediately upon written notice to Intern.

- ii **Cause:** "Cause" shall mean any of the following: (i) any act, failure to act, conduct, pattern of conduct or condition injurious or potentially injurious to the business or reputation of the Company; (ii) any conviction for misdemeanour or felony the circumstances of which are substantially related to the circumstances of Intern's job; (iii) Intern's commission of any material act of dishonesty or disloyalty involving the Company or a Company client; (iv) the failure to perform substantially his or her duties for the Company or a Company client, which failure remain uncured seven (7) days after written notice from the Company of the failure; (v) theft or fraud by Intern with respect to the business of the Company or a Company's client (vi) any material breach of this Agreement or Intern's insubordination, gross misconduct or material violation of a Company's or Company client's internship policy; or (vii) failure to accept an job assignments in good faith. The Company retains sole discretion to determine whether Cause exists.

- iii **Without Cause:** The Company may terminate Intern's internship pursuant to this Agreement without cause at any time with immediate notice to Intern.

5. **Stipend**

5.1 **Stipend:** Stipend, if any shall be documented on the first page of this letter. Company reserves the rights to include, amend, remove stipend at any point of time during the internship based on an intern's performance and contributions to business deliverables.

5.2 **Confidentiality:** The information relating to your stipend is considered strictly confidential and the Company expects you to maintain a code of ethics to discuss stipend matters solely with your managers and human resource representatives.

6. **Remedies:** Trainee acknowledges and agrees that a violation of this Agreement would cause irreparable harm to the Company, and that the Company's remedy at law for any such violation would be inadequate. In recognition of the foregoing, Trainee agrees that in addition to any other relieve afforded by law, including damages sustained by a breach of this Agreement, the Company will have the right to enforce this Agreement by specific remedies, which will include, among other things, temporary and permanent injunctions, it being the understanding of the undersigned parties hereto that both damages and injunctions will be proper modes of relief and are not be considered as alternate remedies.

7. **Amendment:** No amendment, modification or waiver of any provisions of this covenant or consent to any departure thereof shall be effective unless in writing signed by the parties against whom it is sought to be enforced.

8. **Entire Agreement:** This document contains the entire agreement that exists between Trainee and the Company with respect to each of the subjects herein contained replacing and superseding

any agreements, oral or written, between the Company and Trainee with respect to the subjects herein contained.

9. **Survival:** Upon termination of Trainee's internship pursuant to this Agreement, Trainee's obligations pursuant to Sections 4 and 5 shall survive the termination of this Agreement for the time periods included therein.

10. **Severability:** If any provision of this Agreement is held for any reason to be unenforceable, the remainder of this Agreement shall remain in full force and effect. Each section is intended to be a severable and independent section with in this Agreement.

11. **Headings:** The headings in this Agreement and intended solely for convenience of reference and shall be given no effect in the construction or interpretation of this Agreement.

12. **Governing Law:** This Agreement is made in the state of Kerala, India and shall be governed by and construed in accordance with the laws of the said State. Trainee consents to the jurisdiction of the courts of Kerala, India.

13. **Counterparts:** This Agreement may be executed in one or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.

14. **Further Assurance:** Trainee agrees to execute any other documents or take any other actions reasonably requested by the Company to fulfil the agreements described herein.

The parties hereto have executed this Internship Agreement as of the date first written above:

Name	Manesh Raveendran For Spektra Systems	Anirudh R
Designation	Partner	Intern (Trainee)
Signature	<i>Manesh Raveendran</i>	<i>Anirudh R</i>
Date	Apr 10 2023 21:55 PDT	Apr 10 2023 21:39 PDT
Place	Bengaluru	Bengaluru

To

Date: 2nd December, 2022

Ayesha Tabassum

Subject: Internship Offer Letter

Dear Ayesha Tabassum,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR.**
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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

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Letter of Intent (LOI)

Superset ID: 3622183

Date: November 25, 2022

Dear Ayush S Setpal,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

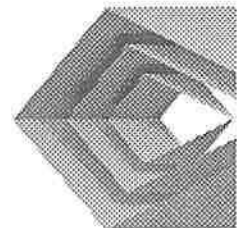
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



March 06, 2023

Mr. Bharath Ganni
bharathganniise2023@gmail.com
Candidate Id: CN20230518

Dear Bharath Ganni,

Further to our interactions with you, we are pleased to offer you a position at **FACE Prep** (a unit of Focus 4D Career Education Private Limited known as FACE) as **Associate Trainer in our Skill Development Division**.

1. You will be governed by Terms & Conditions of employment and company policies of FACE Prep.
2. You will report to **Mr. Arun M (Training Manager)** or anyone whom he may depute.
3. Your date of joining will be **March 20, 2023**. Your base location will be **Bangalore**.
4. You will join us for an **Initial Learning Training Program (ILTP)** from your date of joining until your academic commitments are completed successfully. During this period you will be paid a stipend of **Rs.8,000/ (fixed) plus Rs.2,000 (performance linked pay)**- In addition, you will be provided with work from home allowance of **Rs. 1,500/-** and rent allowance of **Rs. 4,000/-** (Incase if you are not a permanent resident of **Bangalore**).
5. On successful completion of your academic commitments, your three month probation will begin. The probation period may be shortened based on your performance in the ILTP phase.
6. On successful completion of your probation, your CTC will be revised to **Rs. 3,13,219/-** In addition all expenses incurred for official purposes such as travel, food, accommodation etc will be reimbursed as per the company policy. The break-up of the same is provided in Annexure I.
7. Your notice period during ILTP & probation period is 15 days. Upon successful completion of probation, a notice period of 90 days will be effective by either party. Should the management feel that your performance during your employment is not satisfactory; the same may be terminated with immediate effect.
8. Your work timings will be a pre-agreed time slot of 8.5 hours in duration per day. In case if you are required to work on a holiday due to business requirements, you will be entitled for a compensatory off.
9. You will not be eligible for any earned leaves during your probation period and upon successful completion of your probation you will be eligible for 2.5 days earned leave (EL) per month as per the EL policy. You will also be eligible for 14 holidays as per the policy which will be prorated as per your date of joining.
10. You will have to use your own laptop and the internet connection.
11. This letter is a communication of an employment offer and is not a letter of appointment. Your letter of appointment will be issued after your joining. You are required to submit signed copy of this letter on date of joining. Non-submission of the same will be treated as non-acceptance of this offer.

Annexure I: Annual Compensation Break up			
Name	Mr. Bharath Ganni	Position & Department	Associate Trainer
#		Compensation Head	Annual (in INR)
1		Basic Pay	1,00,805
2		House Rent Allowance	40,322
3		Medical Allowance	15,000
4		Conveyance Allowance	19,200
5		Provident Fund (Employer Contribution)	21,600
6		Special Allowance	55,085
		Total Fixed Pay	2,52,012
7		Gratuity	4,846
		Total Retirement Benefits	4,846
8		Medical Insurance Premium	1,783
9		Accidental Insurance Premium	590
		Total Other Benefits	2,373
10		Performance Linked Pay	35,988
11		Other Allowances	18,000
		Total Variable Pay	53,988
		Total Cost to Company	3,13,219

Note:

1. *Performance Linked Pay (PLP) (Monthly / Quarterly)

- Performance Linked Pay will be paid out Monthly / Quarterly.
- Any Associate who has worked till the last working day of the period in consideration will receive this payout irrespective of the resignation date or last working date.
- For Sales Associates who have a target-based PLP (Monthly / Quarterly), the same will be paid out based on target achievement as on the Last Working Date of the Associate (The Payout will happen irrespective of the resignation date or last working date).

2. Indicative Value and Actual Payout Value

- The PLP or ARB mentioned in your Compensation Structure is an Indicative Value and refers to the maximum eligible PLP or ARB that you are entitled for.
- The Actual Payout Value depends on various factors including your individual performance, your team/unit performance and the overall company performance.



Date: 04-Apr-2023

Dear **Bharath Ganni**,

Spektra Systems is pleased to extend to you an offer of internship program. This decision to offer you a trainee position with our company has been made in reliance of your information set forth in your resume, as well as the information provided by you to the company during your interview process. You will be interning as **Trainee** within Spektra Systems.

Please read the agreement carefully and initial each page. Then sign a copy and email a copy to hr@spektrasystems.com. This offer will expire five days from the date of this offer letter.

Please email if you have any questions or concerns.

Sincerely,

Manesh Raveendran

Manesh Raveendran
Partner

Internship Agreement

This INTERNSHIP AGREEMENT ("Agreement") made of and effective as of March 22nd, 2023 is by and between Bharath Ganni ("Trainee"), and Spektra Systems, Partnership firm ("the Firm") having a registered office at Saraswathi Bhavan, Chengannur PO, Kerala - 689121.

- Internship start date is 22nd March 2023 to 22nd June 2023
- Position: Trainee
- Location: Remote
- Internship Hours: 40 Hours per week.
- Stipend: This agreement does not include a fixed stipend. This may be amended later based on performance and business deliverables.

Internship will also act as probation period for a permanent internship opportunity with Spektra Systems. Upon successful completion of internship, based on your performance you shall be absorbed as a permanent employee with Spektra Systems. Once absorbed, you'll be eligible for permanent employment benefits as per company policy. Please note that employment opportunity is solely based on performance, company decision and open positions at the time the internship completion. This letter does not guarantee employment with Spektra Systems.

Internship is contingent upon successful reference checks and the verification of information presented to the company by the Trainee in the application phase. Should the information be proven false, the company shall terminate internship immediately without notice period. Spektra Systems expects Trainees and interns to act with integrity, reporting him or herself to work promptly on the agreed upon start date.

1. Internship:

1.1 Position: The Company hereby agrees to hire you as an intern, hereby accepts such internship, all subject to the terms and provisions of this Agreement. Intern agrees (i) to devote intern's full-time professional efforts, attention and energies to the business of the Company, (ii) to perform such reasonable responsibilities and duties as may be assigned to intern from time to time by the Company, and (iii) to endeavour in all respects to promote, advance and further the Company's interest in all manners. Intern shall report to the Manager. Intern understands that, if Intern will perform services for the Company's clients at the client's place of business, Intern shall be subject to the Company's general intern policies but also to any applicable policies of the Company's clients.

1.2 No Moonlighting: While interning with the Company, Intern agrees that Intern will not accept any other part-time internship or consulting work or render any professional services, without the Company's prior written consent.

8. **Entire Agreement:** This document contains the entire agreement that exists between Trainee and the Company with respect to each of the subjects herein contained replacing and superseding any agreements, oral or written, between the Company and Trainee with respect to the subjects herein contained.

9. **Survival:** Upon termination of Trainee's internship pursuant to this Agreement, Trainee's obligations pursuant to Sections 4 and 5 shall survive the termination of this Agreement for the time periods included therein.

10. **Severability:** If any provision of this Agreement is held for any reason to be unenforceable, the remainder of this Agreement shall remain in full force and effect. Each section is intended to be a severable and independent section with in this Agreement.

11. **Headings:** The headings in this Agreement and intended solely for convenience of reference and shall be given no effect in the construction or interpretation of this Agreement.

12. **Governing Law:** This Agreement is made in the state of Kerala, India and shall be governed by and constructed in accordance with the laws of the said State. Trainee consents to the jurisdiction of the courts of Kerala, India.

13. **Counterparts:** This Agreement may be executed in one or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.

14. **Further Assurance:** Trainee agrees to execute any other documents or take any other actions reasonably requested by the Company to fulfil the agreements described herein.

The parties hereto have executed this Internship Agreement as of the date first written above:

Name	Manesh Raveendran For Spektra Systems	Bharath Ganni
Designation	Partner	Intern (Trainee)
Signature	<i>Manesh Raveendran</i>	<i>Bharath Ganni</i>
Date	Apr 11 2023 21:06 PDT	Apr 11 2023 02:20 PDT
Place	Bengaluru	Bengaluru

Letter of Intent (LOI)

Superset ID: 3621934

Date: November 25, 2022

Dear Chalthra C,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

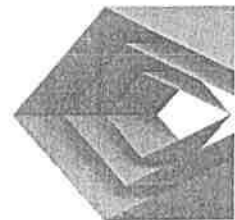
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





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Letter of Intent (LOI)

Superset ID: 3617093

Date: November 25, 2022

Dear CHANDANA V,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. You are also eligible for a One-time Skill Bonus* of INR 25,000/-. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

*One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

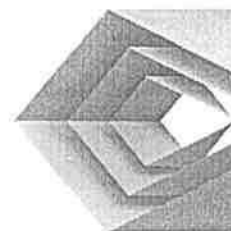
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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October 20, 2022

Chandana V,
#410, Sri Sai Sannidhi Apartments,
Hemanth Nagar,
Marathahalli, Bangalore -560037

Dear Chandana,

Subject: Offer from IQZ Systems Pvt Ltd

Thank you for exploring career opportunities with IQZ Systems Pvt Ltd. You have successfully completed our selection process and we are pleased to make you an offer.

Please find enclosed your letter of offer containing the relevant details and terms and conditions regarding your employment. The terms and conditions of your employment have been stated in this offer and supersede any prior representations made verbally or in writing during our meetings. Please note that the validity of the letter of offer is subject to satisfactory completion of a reference check/ background check.

Please bring the following documents on the day of your joining:

1. Photocopies of educational documents of school leaving, Graduation (all three/four years), Post-Graduation (if applicable)
2. Photocopy of your PAN (Permanent Account Number) card
3. Photocopy of your Passport
4. Photocopy of Aadhar Card
5. Passport size color photograph
6. Bank Account Details – Bank name, branch and account number


As part of the employment process, you will be required to undergo 'reference checks' & 'background check' and that will be conducted on the basis of your documents and declarations. This offer is contingent on a clear background check and may be rescinded by the organization if that is not the case

Please sign and return to the undersigned the duplicate copy of the offer letter to indicate your acceptance.


For and on behalf of IQZ Systems Pvt Ltd

Ankita

Ankita Srivastava
Director – Human Resource

 **IQZ Systems Private Limited**
8K/2, 5th Street, Bharathi Nagar,
Nagercoil - 629002, Tamilnadu.

 04652 275 127

 www.iqzsystems.com
contact@iqzsystems.com

Annexure 1

COMPENSATION DETAILS	
<i>All figures are in INR per annum</i>	
NAME	Chandana V
ROLE & DESIGNATION	Associate – Software Engineer
BASIC	200000
FLEXIBLE BENEFIT ALLOWANCE:	176000
<ul style="list-style-type: none"> • HRA/ CLA • Food Vouchers • Conveyance Allowance/ Vehicle Maintenance • Leave Travel Allowance • Telephone Allowance • Children's Education Allowance • Medical Allowance • Special Allowance 	
PROVIDENT FUND (12% of Basic – Employer Contribution)	24000
ANNUAL CTC	400000

Note
<p>Provident Fund mentioned is the company's contribution to your Provident Fund. An equal amount will be deducted as your contribution to the fund in accordance with PF guidelines.</p> <p><i>Gratuity eligibility and payment will be in accordance with the Gratuity Act</i></p> <p><i>Taxes (Income tax and Professional tax will be deducted as required)</i></p> <p>All the above benefits are in accordance with the Company's policies, which are subject to change from time to time.</p>

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VISIONET

Jan 30, 2023

Chandana V,

Re: Unpaid Internship

Dear Chandana V,

We are very pleased to offer you an unpaid internship with Visionet Systems Pvt. Ltd. ("Visionet"). Your internship is subject to the terms and conditions set forth in this letter, which override anything said to you during your interview or any other discussions about your internship with Visionet.

Your internship is with Visionet's Digital Business Services Division. Your internship is for a period of from February 01, 2023 to July 31, 2023.

You will be interning at Visionet's office at Ground Floor no. 23/24, AMR Tech Park, Hosur Main Road, Bengaluru, Karnataka-560068.

As an intern with Visionet, you will not replace or be a substitute for any Visionet employee. However, during the internship program you might be asked to perform tasks from time to time as a part of internship program.

Sunil P O (Senior Manager and Lead L and D Digital Business, IT Services) will closely supervise you on any assigned tasks and be available to answer any questions you may have about those tasks, as well as questions you may have about the Software department and careers as an in-house counsel.

Upon conclusion of the internship as a part of internship program, you understand that you will have to give presentation based on your overall learning during the internship program.

This internship is conditioned upon your agreement to comply with all applicable Visionet policies and to sign a confidentiality agreement if requested by Visionet, as well as your agreement to complete the requirements of internship program. You understand and agree that this internship can be revoked/terminated at any time if you breach any portion or section of this internship offer letter.

You understand that all materials, data, notes, information, etc., provided to you during the tenure of internship program are to be kept confidential, unless disclosure is allowed by Visionet or if required by law. Furthermore, you agree that any intellectual property provided to you by Visionet will remain the sole property of Visionet, including, but not limited to, copyrights, patents, trade secret rights, and other intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, confidential information, or trade secrets. You also understand that you will be provided with or have access to systems/equipment/materials/property etc., as a part of this internship program and you agree not to misplace or mishandle any of the property of Visionet. Furthermore, you understand and agrees to that upon conclusion of the internship program or upon termination of this internship, you shall return any and all of Visionet's materials, products, property, material and any other items provided by Visionet under the internship program, at the earliest.

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bengaluru - 560 068, INDIA. Tel: +91 80 6659 6009
Branch Office : Module # 105, HDEL Park, ELCOI/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

www.visionetsystems.com

By signing below, you agree to and acknowledge the terms of this internship, including that the internship is unpaid, that you will not be an employee of Visionet during the internship, and that you will not be entitled to a paid position with Visionet upon completion of the internship, unless otherwise agreed in writing by Visionet.

All of us at Visionet are excited at the prospect of you joining us as an unpaid intern. If you wish to accept this unpaid internship, please sign below and return the signed agreement. We look forward to hearing from you.

For: M/s. Visionet Systems Pvt. Ltd.

Agreed and acknowledged:

Yours sincerely,



Senthil Velmurugan K
Director, Human Resources

Accepted

Chandana V
(Signature & Date)



You Are Awesome!

Offer Letter
Six Dee Telecom Solutions

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____
(Chinchu Sunil)



Sarkar, Sumon 4:21 pm

to me ▾



Dear Chinchu,

Congratulations! Further to the confirmation from your placement cell, I am delighted to be the first to welcome you to our global Labcorp family. Of hundreds of exceptionally qualified candidates we considered, your attitude and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your internship contract, I am delighted to confirm the details of our offer to you:

Business Title: Intern – Statistical Programming

Duration of internship: 6 months

Stipend per month: INR 20,000 + INR 1,100 of Sodexo meal coupon

Date of Joining & Reporting Time: 28th February 2023, 8:45 AM

Location: : You are being offered office-based. You will need to report to work at the following address on a regular basis:



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Tech M Campus 2023 - Final Update

Sachin Shankarrao Matala <SM00866574@techmahindra.com>
To: Sachin Shankarrao Matala <SM00866574@techmahindra.com>

Tue, Nov 15, 2022 at 10:30 AM

Dear Professor,

Greetings from Tech Mahindra Ltd Campus Team !

We would like to thank you for the support that you have extended in coordination of Campus 2023 drive. Without your support it would not have been possible.

We have successfully completed the Campus 2023 drive and attached is the list of successful candidates who have cleared TechM campus evaluation process.

Soon we will work on their Letter of Intent release process and confirm to you.

We would like to congratulate the successful candidates who will be part of Tech Mahindra Family soon.

Wishing the same support in future as well.

Regards,

RMG Campus Team

Tech Mahindra Ltd.

Experience the New



===== Disclaimer: This message and the information contained herein is

S No	College Name	TPO Email ID	Name of the Candidate	Email ID	HR Status
120	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	Kruthik DV	kruthikdvise2023@gmail.com	Select
121	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	MEDAM BALA SRUJANESWARA	srujansai890@gmail.com	Select
122	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	Tulasi P Rathod	tulasirathod12@gmail.com	Select
123	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	Chinchu Sunil	chinchusunilise2023@gmail.com	Select
124	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	B V Keerthana	bvkeerthanacse2023@gmail.com	Select

02/11



31

Letter of Intent (LOI)

Superset ID: 3619106

Date: November 25, 2022

Dear David P L,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,968/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

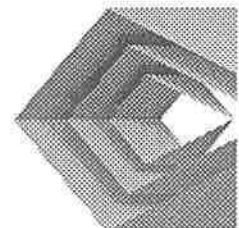
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





October 18, 2022

DEEKSHA M

Bangalore, Karnataka, India

Dear DEEKSHA,

We are delighted to offer you a role at Ellucian Higher Education Systems India Private Limited ("Ellucian" or the "Company"). Congratulations! Serving more than 2,700 customers in over 50 countries, reaching over 20 million students, we are the largest provider of ERP systems and cloud services to the higher ed market. We keep innovating as higher education keeps evolving. Ellucian guides its customers through manageable, sustainable digital transformation — so that every type of institution and student can thrive in today's fast-changing landscape. Together, we are powering the future of higher education.

Your new career with us

Ellucian Higher Education Systems India Private Limited is delighted to offer you the position of Technical Intern (Undergraduate), reporting to Arjun Negi. As agreed, your work location will be India - Bangalore Office, and your first day will be January 16, 2023. This is a temporary position. Your expected internship assignment end date is April 14, 2023.

Your Compensation & Benefits

Your Stipend will be ₹35,000.00 per month (Inclusive of any applicable taxes). Your Work hours will be a minimum of 40 hours per Week.

Full time employment

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter. Prior to joining Ellucian, you must successfully complete the prescribed Internship program as detailed below:

At Ellucian, we invest in skill and capability development of our campus selects even before they join us as full-time employees. This is through Ellucian Internship program. These programs focus primarily on technical and personality development. You could enroll in either of these as per your college processes while in the final semester. This forms a critical part of your employment with Ellucian. Your onboarding with Ellucian would be prioritized based on the successful completion of same. In the event of non-completion of the Internship program, Ellucian may at its sole discretion revoke this offer of employment.

The Ellucian Internship program is for approximately 3 months duration. Your performance during the Internship will be monitored through formal evaluations and rewarded with monthly stipend. Subject to your successful completion of the company's internship program, determined at the Company's sole discretion, you may be offered full-time employment.

What happens next

DocuSigned by: [Signature] 1102C08C6604C1

ANNEXURE - A

Name	DEEKSHA M	
Designation	Technical Intern (Undergraduate)	
Salary Component	INR Per Month	INR Per Annum
Basic Salary	₹25,000	₹300,000
House Rent Allowance	₹10,000	₹120,000
Conveyance Allowance	₹1,600	₹19,200
Medical Reimbursement	₹1,250	₹15,000
Flexi Benefit Plan*	₹8,867	₹106,400
Special Allowance	₹12,783	₹153,400
Employer Contribution to PF (12% basic salary)	₹3,000	₹36,000
Gross Salary (A)	₹62,500	₹750,000
Annual Gratuity contribution **		₹14,423
Education Assistance Program		₹50,000
Medical, Accident and Life Insurance Premium		₹49,000
Annual Health Check up Plan		₹5,000
Non-Cash Benefits (B)		₹118,423
Total Annual Compensation (A) + (B)		₹868,423

* Flexible Benefit Plan – This is a basket of benefits that employees need to declare in the beginning of the financial year. The declaration upon submission of the receipts would provide tax exemption for the following:

Leave Travel Allowance	50,000 – Twice in a block of four years***
Sodexo Coupons	2,200 – Maximum Per Month***
Internet/Mobile Exemption	2,500 – Maximum Per Month***

*** The residual balance would be subjected applicable tax and subject to terms and conditions.

**Payment of gratuity is as per Gratuity Payment Act 1972

DocuSigned by:

Page 3 of 3

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Dear Deeksha M,

Congratulations!!!

We are pleased to inform you that you have successfully cleared the selection process at Visionet Systems Pvt Ltd. We hereby extend our offer to you and welcome you to be part of the team. We are looking forward to working with you on an exciting mutual journey.

Use following details to complete the process.

Subscription: visi

ApplicantID:IQMCLTU

Clicking on following link and follow instructions.

[CLICK HERE](#)

Please find the attached soft copy of your offer letter and the annexure attached, we request you to go through the same and send in your acceptance.

Feel free to give us a call, in case you require any clarifications.

Thanks and Regards,
Team Recruitment



026

(34)



Mr. Dhanush Gowda K R
S/o. K M Ramesh
No. 315, 6th Main,
Near ITI Park, ITI Layout,
Bommanahalli, Bengaluru - 68.

Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Dhanush,

This is in continuation to the recruitment process for the position of "Engineer Trainee - Software" in our Company.

We are pleased to offer you the position of "Engineer Trainee - Software" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of **Rs.35,000/-** (CTC Thirty-Five Thousand Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms and conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	17000	Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	6710	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	1700	Taxable/Non-Taxable
Total Salary Payable (As applicable)	28410	
Additional benefits		
Employer Contribution to Provident Fund	2040	Non-Taxable
Gratuity	850	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	6590	
Cost To the Company (CTC)	35000	

Page 1 of 2

Accord Global Technology Solutions Pvt. Ltd.

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723 www.accord-global.com

Corporate Identity Number: U74999KA201 6PTC0931 01

The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before **December 01, 2023**. This offer is valid up to **December 01, 2023** only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is **March 08, 2000**.

We welcome you to Accord Global Technology Solutions Private Limited Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.



Raghavendra K S
Group Manager - HR

May 19, 2023



Nov 04, 2022

Dhanya Ganapathi,
Bangalore

Offer Letter

Dear Dhanya Ganapathi,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before August 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 05, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: 405B Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 058, INDIA. Tel: +91 80 6669 0000
Branch Office: Nrupath- # 105, TIDEP Park, ELGGT, SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700
www.visionetsystems.com



VISIONET

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Dhanya Ganapathi
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : A/111, Tera Park - # 23 & 24, Hosur Main Road, Bangalore - 560 058, INDIA. Tel: +91 80 6669 0000
Branch Office : 35/50/51, TIDEL Park, ELCOOT SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

www.visionetsystems.com



VISIONET

Name	Dhanya Ganapathi	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Dhanya Ganapathi
(Signature & Date)

Visionet Systems Private Limited

Registered Office: Visionet Systems Private Limited, 5th Floor, Maruthi Nagar, Bangalore - 560 096, INDIA. Tel: +91 80 6669 0000
 Branch Office: Visionet Systems Private Limited, 5th Floor, Maruthi Nagar, Bangalore - 560 096, INDIA. Tel: +91 80 6669 0000
www.visionetsystems.com



Letter of Intent (LOI)

Superset ID: 3618956

Date: November 25, 2022

Dear DHEERAJ R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. You are also eligible for a One-time Skill Bonus* of INR 25,000/-. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

*One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

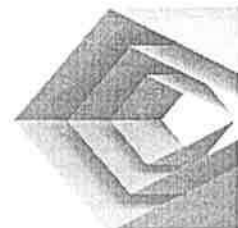
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2.cognizant.com/Pages/PreLogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Dear Farheen,

Congratulations! Further to the confirmation from your placement cell, I am delighted to be the first to welcome you to our global Labcorp family. Of hundreds of exceptionally qualified candidates we considered, your attitude and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your internship contract, I am delighted to confirm the details of our offer to you:

Business Title: Intern – EDC
Programmer

Duration of internship: 6 months

Stipend per month: INR 20,000 +
INR 1,100 of Sodexo meal
coupon

Date of Joining & Reporting

Time: 28th February 2023,
8:45 AM

Location: : You are being
offered office-based. You will need to
report to work at the following
address on a regular basis:

030

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Mr. Ganesh Sri Prasad K B
S/o. Bhojraj K N
Sri Lakshmi Nilaya,
Hiredevastana Bettu,
Kota, Udupi - 576221.

Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Ganesh Sri Prasad,

This is in continuation to the recruitment process for the position of "Engineer Trainee - Software" in our Company.

We are pleased to offer you the position of "Engineer Trainee - Software" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.35,000/- (CTC Thirty-Five Thousand Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms and conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	17000	Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	6710	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	1700	Taxable/Non-Taxable
Total Salary Payable (As applicable)	28410	
Additional benefits		
Employer Contribution to Provident Fund	2040	Non-Taxable
Gratuity	850	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	6590	
Cost To the Company (CTC)	35000	

Page 1 of 2

Accord Global Technology Solutions Pvt. Ltd.

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723 www.accord-global.com

Corporate Identity Number: U74999KA201 6PTC0931 01

The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before **December 01, 2023**. This offer is valid up to **December 01, 2023** only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is **September 20, 2001**.

We welcome you to Accord Global Technology Solutions Private Limited Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.



Raghavendra K S
Group Manager - HR

May 19, 2023

Accord Global Technology Solutions Pvt. Ltd.

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723  www.accord-global.com

Corporate Identity Number: U74999KA201 6PTC0931 01

Letter of Intent (LOI)

Superset ID: 3620352

Date: November 25, 2022

Dear Ganesh Sri Prasad K B,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. You are also eligible for a One-time Skill Bonus* of INR 25,000/-. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

*One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

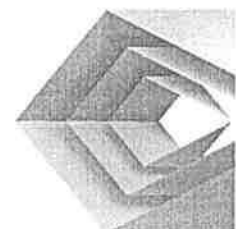
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Nov 07, 2022

Ganesh Sri Prasad,
Bangalore

VISIONET

Offer Letter

Dear Ganesh Sri Prasad,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 088, INDIA. Tel : +91 80 6659 0000

Branch Office : Module # 105, TIDEL Park, ELCOOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com



VISIONET

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Ganesh Sri Prasad
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office | AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000
Branch Office | Module # 105, TIDEL Park, ELCOIT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

www.visionetsystems.com



VISIONET

Name	Ganesh Sri Prasad	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Ganesh Sri Prasad
(Signature & Date)

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 058, INDIA. Tel : +91 80 6669 0000
Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com

032

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Date: 04-Apr-2023

Dear Harsha C S,

Spektra Systems is pleased to extend to you an offer of internship program. This decision to offer you a trainee position with our company has been made in reliance of your information set forth in your resume, as well as the information provided by you to the company during your interview process. You will be interning as Trainee within Spektra Systems.

Please read the agreement carefully and initial each page. Then sign a copy and email a copy to hr@spektrasystems.com. This offer will expire five days from the date of this offer letter.

Please email if you have any questions or concerns.

Sincerely,

A handwritten signature in cursive script that reads 'Manesh Raveendran'.

Manesh Raveendran
Partner

Letter of Intent (LOI)

Superset ID: 3622555

Date: November 25, 2022

Dear Harshavardhan M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. You are also eligible for a One-time Skill Bonus* of INR 25,000/-. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

*One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

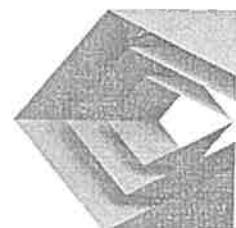
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Date: 20-Apr-2023

Dear **Harshavardhan M,**

Spektra Systems is pleased to extend to you an offer of internship program. This decision to offer you a trainee position with our company has been made in reliance of your information set forth in your resume, as well as the information provided by you to the company during your interview process. You will be interning as **Trainee** within Spektra Systems.

Please read the agreement carefully and initial each page. Then sign a copy and email a copy to hr@spektrasystems.com. This offer will expire five days from the date of this offer letter.

Please email if you have any questions or concerns.

Sincerely,

Sowmya Nag
Sr. HR Manager




VISIONET

Name	Hitaishi H G	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,


Senthil Velmurugan K
 Director, Human Resources

Accepted
 Hitaishi H G
 (Signature & Date)

Visionet Systems Private Limited

Registered Office: AAR Tech Park, W-15, N-1, Thiruvananthapuram, Kerala, India. Phone: +91 94478 11111, Fax: +91 94478 11112
 Head Office: Madhav 9, 17th Floor, Sree Chitra Vilas, Bangalore, Karnataka, India. Phone: +91 80 2602 1111, Fax: +91 80 2602 1112
www.visionetsystems.com



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____
(K Ruchith Sai)



039

Kajol Ambwani <kajolise2023@gmail.com>

Sonata Software - Letter of Intent

1 message

Roshan Bintory <Roshan.Bintory@sonata-software.com>
To: "kajolise2023@gmail.com" <kajolise2023@gmail.com>

Fri, Mar 31, 2023 at 10:39 AM

Dear Kajol Ambwani,

Congratulations on your selection to be a Sonatian and our Brand Champion!

This letter is in reference to your application to our organization, Sonata Software Ltd.

We take pleasure in offering you the role of "Digital Engineer Trainee" with us. Please note that the offer of appointment is subject to satisfactory completion of your academic course.

SONATA in the News:https://www.sonata-software.com/sites/default/files/pdf/2021-01/economictimes_5jan2021.pdf<https://www.sonata-software.com/newsroom/press-release/sonata-software-partners-microsoft-its-launch-microsoft-cloud-retail><https://www.sonata-software.com/newsroom/press-release/sonata-software-recognized-analysts-its-market-leading-capabilities-ms><https://www.sonata-software.com/newsroom/press-release/sonata-software-celebrates-30-years-relationship-microsoft>

Regards,

Roshan Bintory – Campus Recruitment Team



RE: Vee Technologies Pvt Ltd - Oxford College - Technical Interview

Bhuvaneswari Matheshwaran <bhuvaneswari.m@veetechnologies.com>

Tue, Jan 3, 2023 at 4:08 PM

To: "hodplacements@theoxford.edu" <hodplacements@theoxford.edu>

Cc: Kesavan Moorlhy <kesavan.m@veetechnologies.com>, Saravanan Ramesh <saravanan.r@veetechnologies.com>, Bhargav Shivaprasad <bhargav.s@veetechnologies.com>, Sakthivel Rajakannu <Sakthivel.R@veetechnologies.com>, Sreenidhi Suryagopal <Sreenidhi.S@veetechnologies.com>, "girish.r@hiremee.co.in" <girish.r@hiremee.co.in>, "preveenkumar.r@hiremee.co.in" <preveenkumar.r@hiremee.co.in>

Dear Mr Bheemeshwar Reddy,

Please find the below status also below are the selected candidates list for reference.

Note : Reg : LQI -- Will be released to the students Email ID by today EOD.

Remarks	Nos
Total Appeared	93
GD Selected	46
Final Selected	12

Selected Candidates List :

S No	Name	Contact	Email ID	Designation	College	Feedback
1	Noel George Thomas	8317380313	noelqtise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
2	Syed Ussaid Ahmed	7019416291	svedussaidahmed@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
3	Namilha.C	9353604670	namilhacisa@2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
4	Shreya.S.Shetty	9108358240	shreyashettvise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
5	Kajol Ambwani	9353633487	kajolise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
6	Lakshmi Narayanan.G	9513181700	lakshminaravanaue2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
7	Vikram Kumar.R	7204977600	vikramse2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
8	P.Palaksha	8073773448	palakshaece@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
9	Ruthvik.C	9513159754	ruthvikowdas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
10	Saptha Sree.M	7904182199	sapthasreemece2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
11	Nusaiba Fathima	9740520064	nusaibafise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
12	Md Muzammil Pasha.S	861897544	mdmuzammilpashas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected

Regards,
 Bhuvaneswari -M
 Senior HR Executive - Talent Acquisition
 Vee Technologies Pvt Ltd
 PH - 9224092996 | 0427-2341064 (Ext : 5031)

C

Letter of Intent (LOI)

Superset ID: 3621980

Date: November 25, 2022

Dear Karthik P S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

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Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

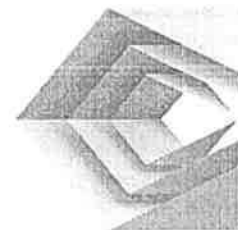
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2.cognizant.com/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru

3 messages

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>

Wed, 14 Dec, 2022 at 2:07 pm

To: kirankumarbr.kkr@gmail.com

Cc: Rajani Bathula <rajani@terralogic.com>, Biswa Ranjan Pal <biswaranjan.pal@terralogic.com>

Hello Kiran Kumar B R,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (16-Dec-2022).

Work location: Bengaluru and you need to work from Koramangala office (No work from home option for this position)

Internship start date: 16th Feb 2023

Duration: 4month to 6months, Upon successful completion you will be absorbed as Trainee Software Engineer

Stipend during internship: 15,000 INR per month(Including PF & ESI), take home 12,800INR per month.

Work location: Bengaluru and you need to work from the Koramangala office.

Upon Successful completion of Internship, you will be considered for fulltime employment with following details

Position: Full time and permanent

Designation: Trainee Software Engineer

Payscale: 3,50,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years

NOTE:

1. The employment agreement starts from the DOJ as Intern, will be for 3 Years.

2. You are required to submit your First and Second year Degree Marksheets(Originals) at the time of joining as Intern. Which will be returned upon completion of 18 Months of employment with the company.
3. You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ MCA) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.
4. It is mandatory to take full time position post internship duration if the job performance is bad during the internship the company reserves all rights to revoke the offer.

CTC break up:

Basic Salary & DA	1,46,700
House Rent Allowance	73,350
Other Allowances	73,350
Bonus*	35,000
Provident Fund Employer Contribution	21,600
Insurance (GMC & GPA)	5,767
Gratuity**	6,113
Total Cost to Company	3,61,880

* Bonus will be paid in two equal instalments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

*Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of Joining. The contribution mentioned will be deposited with the Life Insurance Corporation of India every year and an employee resigning from the services company after completing the service exceeding 5 years will be paid, a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the LIC.

*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.

Thank you,
Narmada Biradar

Sr. Manager-HR
Cell: 9886310182
Terralogic Software Solutions Pvt. Ltd.

KIRAN RAMAPURI <kirankumarbr.kkr@gmail.com>
To: Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>

Thu, 15 Dec, 2022 at 11:44 am

Respected ma'am,

I am writing to let you know that I am very excited to accept your offer of employment. I am grateful for the opportunity to join the team and contribute to the organization.

Please let me know if there is any further information or documentation that you need from me in order to finalize the details of my employment. I am available to discuss any additional questions or concerns that you may have.

Thank you again for the opportunity. I am looking forward to a long and successful career with your company.

Sincerely,
Kiran Kumar B R
[Quoted text hidden]

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>
To: KIRAN RAMAPURI <kirankumarbr.kkr@gmail.com>

Fri, 16 Dec, 2022 at 11:56 am

Hello Kiran
Great to hear from you, You can go through the mail to understand what documents need to be submitted, looking forward for your joining from 16th Feb 2023
Regards,
Narmada
Sr. Manager- HR
Terralogic Software Solutions Pvt. Ltd.

[Quoted text hidden]

042



Nov 08, 2022

VISIONET

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Kruthik D V,
Bangalore

Offer Letter

Dear Kruthik D V,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: Visionet Systems Pvt. Ltd. 23/5, 2nd Floor, Main Road, Bellary, Karnataka, India. Phone: 08384 250001. Tel: +91 80 6669 0000

Branch Office: Manipal Road, T. Bellary, Bellary, Karnataka, India. Phone: 08384 250001. Tel: +91 422 454 7700

www.visionetsystems.com



Acceptance of TCS Offer Letter

Inbox



TCS Recruitme... 12/29/2022

to me ▾



Dear KRUTHIK DV,,

Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

For any query, please contact 1800-209-3111 (toll free)
[/ilpsupport@tcs.com](mailto:ilpsupport@tcs.com)

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

=====
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you





The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Tech M Campus 2023 - Final Update

Sachin Shankarrao Matala <SM00866574@techmahindra.com>
To: Sachin Shankarrao Matala <SM00866574@techmahindra.com>

Tue, Nov 15, 2022 at 10:30 AM

Dear Professor,

Greetings from Tech Mahindra Ltd Campus Team !

We would like to thank you for the support that you have extended in coordination of Campus 2023 drive. Without your support it would not have been possible.

We have successfully completed the Campus 2023 drive and attached is the list of successful candidates who have cleared TechM campus evaluation process.

Soon we will work on their Letter of Intent release process and confirm to you.

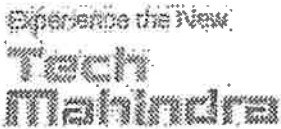
We would like to congratulate the successful candidates who will be part of Tech Mahindra Family soon.

Wishing the same support in future as well.

Regards,

RMG Campus Team

Tech Mahindra Ltd.



===== Disclaimer: This message and the information contained herein is =====

Sl. No	College Name	TPO Email ID	Name of the Candidate	Email ID	HR Status
120	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	Krushik DV	kruthidvise2021@gmail.com	Select
121	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	MEGAM BALA SRUJANI SWARA	sujuansal90@gmail.com	Select
122	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	Tulasi P Parthod	tulasiparthod12@gmail.com	Select
123	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	Chinchi Sund	chinchisundisr2023@gmail.com	Select
124	The Oxford College of Engineering	The Oxford Educational Institutions . <hodplacements@theoxford.edu>	R.V Keerthana	rvkeerthanase2023@gmail.com	Select

**PRIVATE & CONFIDENTIAL****23 Mar 2023****LIKHITH R GOWDA****Bangalore**Dear **LIKHITH R GOWDA,**

Subject: Offer Letter

This has reference to your application and subsequent interviews you had with us for the below-mentioned position. On the basis of mutual interaction and discussion that we have had, we are pleased to offer you as below:

Role	: TR Application Developer
Designation	: Executive
Grade	: A5-1

Your Gross Potential Earnings, Compensation & Benefit Program applicable is provided in **ANNEXURE I**. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

Your date of joining shall be on or before **31 Jul 2023**

Your initial posting will be in **Corporate Office-LOIPL**. You may, however, be required to move / relocate to any other office / store /warehouse in any location where the organization has its offices and operations, either on a temporary or on a permanent basis.

This offer is made to you based on the information / documents furnished by you. If any information and or documents are found to be incorrect or has discrepancy, manipulated, fabricated, forged etc, then this offer shall be withdrawn by the Company forthwith. Company shall have right to conduct background verification on the information and documents provided by you.

You will be governed by the rules and regulations of the company on all matters related to the place, time & nature of your work. A detailed appointment order will be issued to you in this regard.

At the time of joining, please submit the following documents:

1. Certificates in support of your educational qualification, work experience, date of birth, PAN Card and other testimonials.
2. Three recent passport size photographs(with White background).
3. Proof of residence viz., copy of passport or Election Commission Identity card.
4. Relieving letter and Salary certificate from your last employer in case you were employed.

Sheshav Gupta**Head - Human Resources**

ANNEXURE I

COMPENSATION & BENEFITS SHEET		
Name	LIKHITH R. GOWDA	
Grade	A5-1	
Date of Joining	31 Jul 2023	
Designation	Executive	
Department	Data Engineering - GCC	
Components	CTC (p.m)	CTC (p.a)
Basic Pay	25333	304000
House Rent Allowance	12667	152000
Special Pay	19883	238594
Washing Allowance	1000	12000
Gross Pay	58883	706594
PF Employer Contribution	3040	36480
Gratuity-Employer Contrib	1219	14622
Mediclaime Premium	192	2304
Fixed Pay	63333	760000
Performance Linked Pay	3333	40000
Gross Potential Earning	66667	800000

Plus: Health Insurance coverage for Self & Family & Accident Insurance coverage for self as per policy
Official calls reimbursed on mobile phone as per policy

Note:

1. #For employees entitled to Statutory Bonus under Payment of Bonus Act, 1965, Performance Linked Pay will be deemed and accounted against such Statutory Bonus.
2. #Performance Linked Pay shall be payable as per policy.
3. Special Pay component may be allocated to reimbursement options detailed below.
4. Education Allowance Rs.100/- per child per month upto maximum of two children.
5. Running & Maintenance is applicable only for the employees who will submits RC Book copy (should be in Employee's Name) & submit the petrol bills to get reimbursed. Submit RC Book along with the declaration.

Food Coupons

30000

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To

Date: 3rd December, 2022

Madhura D

Subject: Internship Offer Letter

Dear Madhura D,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

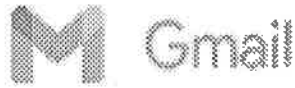
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



046

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The Oxford Educational Institutions . <hodplacements@theoxford.edu>

TATA ELXSI Proposal for campus recruitment for 2023 batch (B.E/B.Tech & M.E/M.Tech Circuit branch) - The Oxford College of Engineering, Bangalore

Poojita Kotagi <poojita.k@tataelxsi.co.in>
 To: "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>
 Cc: Varun Singh <varun.s1@tataelxsi.co.in>

Tue, Dec 6, 2022 at 1:35 PM

Hello sir,

PFB list of final selects:

Candidate Name	Primary Email	Mobile
Shaun Jericho S	shaunjerichoseee2023@gmail.com	9739361200
Snehal Kumar Singh	snehalkumarsinghcse2023@gmail.com	8789145349
Suchitra Mallik	suchitramcse2023@gmail.com	7085963196
Kushal Na J	kushaljce2023@gmail.com	8660105477
Aishwarya P	aishwaryapise2023@gmail.com	9901196419
Amisha Kumari	amishakumariise2023@gmail.com	8088459306
Madhura D	madhuradise2023@gmail.com	7899145545

Congratulations to them.

I would like to take this opportunity to thank you for being a great host and helping in the smooth run of the event and making it a successful one. Thanks to all the coordinators who supported unconditionally throughout the day.

Please feel free to connect with me for any further queries.

Thanks once again

Regards,
 Poojita Kotagi

Associate Executive
 TATA ELXSI
 ITPB Road, Whitefield, Bangalore 560 048 India
 M: +91 9113290227
www.tataelxsi.com



Letter of Intent (LOI)

Superset ID: 3617608

Date: November 25, 2022

Dear Manasa M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successful completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. You are also eligible for a One-time Skill Bonus* of INR 25,000/-. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

*One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant Identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

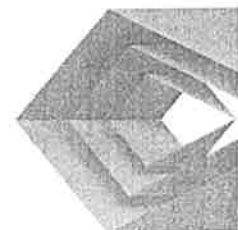
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Nov 07, 2022

VISIONET

Manju G,
Bangalore

Offer Letter

Dear Manju G,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AAR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 066, INDIA. Tel: + 91 80 6666 0000
Head Office: Module # 105, TIDEL Park, ELCOF SEZ, Coimbatore - 641 034, INDIA. Tel: + 91 822 454 1500
www.visionetsystems.com



VISIONET

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Manju G
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office: AAR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA | Tel: +91 80 6669 0000
Branch Office: Module # 105, TIDEL Park, ELCOOT, 5th, Coimbatore - 641 034, INDIA | Tel: +91 422 454 7700

www.visionetsystems.com



Congratulations Meganathan!
Your dhiOmics Offer letter is
here! Inbox



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hr dhiOmics 21/9/2022

to me, Prabhat, Nilesh, Ranjit,...



Dear Meganathan N,

Congratulations! We are pleased to offer you the position of "**Machine Learning Scientist**" at "**dhiOmics Analytics Solutions Private Limited**", effective from on or before **01 Aug 2023**. The following are the key terms and conditions of the offer -

Compensation:

Annual CTC of INR 4,68,000/- (Fixed Component: INR 392,400/-, Employer PF contribution: INR 21,600/-, Company Benefit: INR 18,000/-, Annual variable: 36,000/-).

Nature of Employment

This offer is made on the clear understanding that your employment is on a full-time basis and that you will not undertake any other part-time/full-time work, without the consent of the company. However, the Company's approval shall not be required where the position is with an organization whose activities are purely social in nature. You are liable to immediate termination without notice or payment in lieu of notice on non-compliance with this clause.



Place of Work

Your posting shall be in Bengaluru, Karnataka, India

Training

You shall first undergo the "Explorer Program (EP)" for 6 months starting from the date of joining. During the first 3 months, you will be paid a salary of INR 23,000/- per month from the date of joining. There will be appropriate deductions of government taxes, and PF from your compensation as applicable. Upon successful completion of your training period, your salary as mentioned in Annexure-A will come into force.

Minimum service period:

You shall render a minimum service period of 2 years and 9 months from the date of joining. In consideration of the enormous effort from the company in training and grooming you and access given to you for specialized technology and process, you voluntarily agree to pay INR 2,00,000/- (Rupees Two lakhs only) in the eventuality of you not fulfilling the minimum service period in addition to the training period by quitting, termination, resignation or otherwise.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, data, and documents and such other information and details relating to the business of the company and customers which may



Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, data, and documents and such other information and details relating to the business of the company and customers which may be known to you or confided in you by any means in the course of your employment with the company. You will be required to sign the Inventions Disclosure, Confidentiality, and Proprietary. This email is also confidential and is not supposed to be shared with any other party without written consent from dhiOmics authorized personnel.

Termination of Employment

Your employment may be terminated by either you or the company by providing ninety (90) days prior written notice. The provision of such notice by you is mandatory; in all instances of termination of employment by you. The company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion.

The company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to

08-December-2022

Dear **Meganathan N,**

Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern.**

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

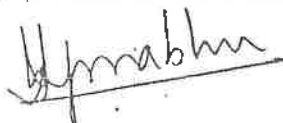
During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,

For **Finnovation Tech Solutions Pvt. Ltd.**



Ashwin Prabhu
Head - Human Resources



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Letter of Intent (LOI)

Superset ID: 3619013

Date: November 25, 2022

Dear Meghana G R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant Identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference, <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

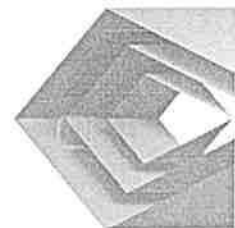
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Sonata Software - Letter of Intent Inbox



Roshan Bintory 31 Mar

to me ▾



Dear Mohammed Arshad J,

Congratulations on your selection to be a Sonatian and our Brand Champion!

This letter is in reference to your application to our organization, Sonata Software Ltd.

We take pleasure in offering you the role of "Digital Engineer Trainee" with us. Please note that the offer of appointment is subject to satisfactory completion of your academic course.

SONATA in the News:

https://www.sonata-software.com/sites/default/files/pdf/2021-01/economictimes_5jan2021.pdf

<https://www.sonata-software.com/newsroom/press-release/sonata-software-partners-microsoft-its-launch-microsoft-cloud-retail>

<https://www.sonata-software.com/newsroom/press-release/sonata-software-recognized-analysts-its-market-leading-capabilities-ms>

<https://www.sonata-software.com/newsroom/press-release/sonata-software-celebrates-30-years-relationship-microsoft>

Regards,

Roshan Bintory – Campus Recruitment Team



Namitha.C
10X1915061

C.Vee technologies)

63



Vee Technologies AR Caller Trainee Selected *Inbox*



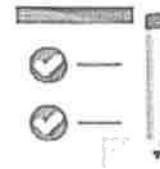
HireMee Feb 1
to me ▾



HireMee 
Discover Your Diamond

Give wings to your Career
any Degree any Where

WHO WE ARE? WHAT WE DO?



Hi, Greetings from HireMee!!

Dear Candidate,

Greetings from Vee Technologies ,

Congratulation! We are glad to
inform you that based on your
skill set and experience, you have
been shortlisted

Regards,

Letter of Intent (LOI)

Superset ID: 3620597

Date: November 25, 2022

Dear Nayana K R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

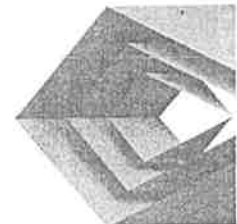
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



M

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Congratulations! Labcorp internship offer

Sarkar, Sumon <sumon.sarkar@labcorp.com>
to me

Dear Nithin,

Congratulations! Further to the confirmation from your placement cell, I am delighted to be the first to welcome you to our global Labcorp family. Of hundreds of ex set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific everyday work.

Pending your internship contract, I am delighted to confirm the details of our offer to you:

Business Title: Intern – Statistical Programming

Duration of Internship: 6 months

Stipend per month: INR 20,000 + INR 1,100 of Sodexo meal coupon

Date of Joining & Reporting Time: 28th February 2023, 8:45 AM

Location: : You are being offered office-based. You will need to report to work at the following address on a regular basis:
No. 29, Union Street, MSR Vaishnavi, Off Cubbon Road,
Bangalore – 560001, India (Near Cubbon Park Metro Station)

Your shift working schedule will be determined upon completion of your on-boarding.

Meanwhile, request you to you please submit your CV on to the below link and share with us the below document at the earliest:

- Soft Copy of your CV
- Soft copy of your PAN Card. Note: In case you do not have a PAN card please apply for one immediately and share with me a copy of your Aadhaar C
- Please confirm your name as per PAN card / Bank Account:
- Emergency contact number:
- Your current residence address:

You are requested to respond back to this email within 24hours failing which we will not be able to kick-start the onboarding process.

From your first day, you will be empowered with mentoring and in-depth training through our world-class onboarding program. At Labcorp, you will leave a legacy & advances in data sciences, and truly impact the quality of human health across the globe.

Labcorp considers safety and health of its employees of utmost priority. In compliance with the state government laws, the company has mandated all its current & The new hires who will be joining Labcorp are required to be fully vaccinated i.e., they must have obtained all the doses of vaccine for COVID-19, prior to reporting will adhere to obtaining government approved vaccines to combat against any other diseases/ viruses that may arise in the future which are infectious and commu environment conducive for every employee at Labcorp.

This will ensure the Company's objective also to safeguard the health of its employees, their families, customers, visitors, and the community at large from infec government recognized vaccines.

Thanks & Regards,

8B 2023

10X19IS066

NithinR

PRIVATE & CONFIDENTIAL

66

23 Mar 2023

NITHIN R
Bangalore

Dear NITHIN R,

Subject: Offer Letter

This has reference to your application and subsequent interviews you had with us for the below-mentioned position. On the basis of mutual interaction and discussion that we have had, we are pleased to offer you as below:

Role : TR Application Developer
Designation : Executive
Grade : A5-1

Your Gross Potential Earnings, Compensation & Benefit Program applicable is provided in ANNEXURE I. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

Your date of joining shall be on or before 31 Jul 2023

Your initial posting will be in Corporate Office-LOIPL. You may, however, be required to move / relocate to any other office / store /warehouse in any location where the organization has its offices and operations, either on a temporary or on a permanent basis.

This offer is made to you based on the information / documents furnished by you. If any information and or documents are found to be incorrect or has discrepancy, manipulated, fabricated, forged etc, then this offer shall be withdrawn by the Company forthwith. Company shall have right to conduct background verification on the information and documents provided by you.

You will be governed by the rules and regulations of the company on all matters related to the place, time & nature of your work. A dated appointment order will be issued to you in this regard.

At the time of joining, please submit the following documents:

1. Certificates in support of your educational qualification, work experience, date of birth, PAN Card and other testimonials.
2. Three recent passport size photographs(with White background).
3. Proof of residence viz., copy of passport or Election Commission Identity card.
4. Relieving letter and Salary certificate from your last employer in case you were employed.

Sheshav Gupta
Head - Human Resources

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67



Vee Technologies AR Caller Trainee Selected

1 message

HireMee <donotreply@hiremee.co.in>
To: noelgtise2023@gmail.com

Wed, 1 Feb 2023 at 2:10 pm

HireMee 
Discover Your Diamond

Give wings to your Career
 any Degree any Where



WHO WE ARE?

WHAT WE DO?

Hi, Greetings from HireMee!!

Dear Candidate,

Greetings from Vee Technologies ,

Congratulation! We are glad to inform you that based on your skill set and experience, you have been shortlisted

Regards,

HR Team

Regards,
Team HireMee

HireMee, a unit of Karpaga Assessment App Matrix Services Pvt. Ltd
Seeths Complex, No. 483, HBCS Homes Layout,
18th Main Road, Rajarajeswari Nagar, Bangalore - 560098

Follow us on



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P

Save Earth



USEReady Technology Pvt. Ltd.
#17/4C, Maruti Chambers, Main Building,
North Wing, 4th floor, Hosur Main Road,
Bangalore. Karnataka- 560068
www.useready.com
CIN : U721600KA20006PTC040252

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March 31, 2023

Nusaiba Fathima

D/O Mohammed Ansar Ulla
#348/A, 5th Cross, Lakshmi Layout
Puttenahalli, Arekere Gate,
Bannerghatta Road, Bangalore 560076

Offer of Internship

Dear Nusaiba Fathima,

We are pleased to offer you an internship opportunity for a tenure of **3 months**, effective **April 3, 2023**, at USEReady Technology Private Limited ("USEReady India"). We hope you are as excited about this opportunity as we are.

You will be working as an intern from Bangalore location and will be paid an internship fee of **Rs.20,000** /- (Rupees Twenty Thousand Only) per month during your internship period, inclusive of income tax as applicable.

- **Internship Start Date – April 3, 2023**
- **Internship End Date – June 30, 2023**

This internship offer remains open for your acceptance until **EOD**. Please sign and date the internship offer as acceptance and confirmation on your start date.

If you have any questions about this offer, please contact **Levin** at levinj@useready.com

We look forward to you joining the USEReady India team!

Sincerely,
For USEReady Technology Private Limited

A handwritten signature in black ink, appearing to read 'Biswambhar Kar'.

Biswambhar Kar
Vice President- Global Finance and Legal

Handwritten initials 'NF' inside a rectangular box, with 'DS' written above the box.



USEReady Technology Pvt. Ltd.
#17/4C, Maruti Chambers, Main Building,
North Wing, 4th floor, Hosur Main Road,
Bangalore. Karnataka- 560068
www.useready.com
CIN : U721600KA20006PTC040252

Date:

Confirmation of Offer Acceptance

I confirm my acceptance of this internship and agree to abide by these.

DocuSigned by:

4B2B5B57FCC946D...

Nusaiba Fathima
#348/A, 5th Cross, Lakshmi Layout
Puttenahalli, Arekere Gate,
Bannerghatta Road, Bangalore 560076



Vee Technologies AR Caller Trainee Selected

1 message

HireMee <donotreply@hiremee.co.in>
To: nusaibafise2023@gmail.com

Wed, 1 Feb 2023 at 2:10 pm



Give wings to your Career
any Degree any Where



WHO WE ARE? WHAT WE DO?

Hi, Greetings from HireMee!!

Dear Candidate,

Greetings from Vee Technologies ,

Congratulation! We are glad to inform you that based on your skill set and experience, you have been shortlisted

Regards,

HR Team

Regards,
Team HireMee

HireMee, a unit of Karpaga Assessment App Matrix Services Pvt. Ltd
Seeths Complex, No. 483, HBCS Homes Layout,
18th Main Road, Rajarajeswari Nagar, Bangalore - 560098

Follow us on



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VISIONET

Nov 08, 2022

P S Karthik,
BangaloreOffer Letter

Dear P S Karthik,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 09, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: 1st Floor, 100 Feet Road, 100 Feet Road, 100 Feet Road, Bangalore, Karnataka, India. Phone: +91 98456 78901. Email: hr@visionet.com

www.visionet.com



VISIONET

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
P S Karthik
{Signature & Date}

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office: 20th Floor, The Vignette, 100 Feet Road, Anna Nagar, Chennai - 600022
Tel: +91 44 4347 4347 | Fax: +91 44 4347 4347 | Email: hr@visionet-systems.com | Website: www.visionet-systems.com



To,

Name Pavan Kapoor

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

Dear Pavan Kapoor

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

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

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

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

To
Prachi choudhary
Subject: Internship Offer Letter

Date: 3rd December, 2022

Dear Prachi choudhary,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 04/24/2023

Prachi Choudhary

C11909702

Sri sai jyothi luxury ladies pg near slk biryani biryani adda Hongasandra,Bangalore

7858069566

Dear **Prachi Choudhary**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

74



30th December 2022

Sub: Offer of employment by Pin Click

Dear Pruthviraj MR,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 20th February 2023.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 4.8 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at the office **Bangalore** Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as Annexure B.
ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Pruthviraj MR	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement			
* The Offer/ Salary Is Subjective to Completion of Training			
*Android phone & Two-wheeler is mandatory with valid driving license			
(3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date: 04/05/2023

Radha Ramesh

C11868356

#534/344/B DC Halli road, behind Muneshwara temple, Bilekahalli, Bangalore

9148617327

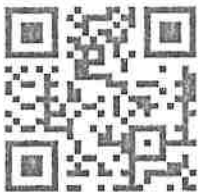
Dear Radha Ramesh,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 11.0 Apr-2023

i

Candidate's Signature _____

Reference Id: e0bcc32e-d936-4eaa-af83-3b58d852bd0f_1
Signed By: MAHESH VASUDEO ZURALE

ANNEXURE I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000/-
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 14,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 461200/-

(E)##Additional Discretionary Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(F)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your

Letter of Intent (LOI)

Superset ID: 3620659

Date: November 25, 2022

Dear Rashmi V Jain,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

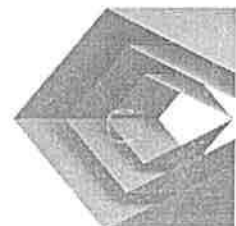
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

OFFER LETTER

Mr. Rohan Ganapati Revankar ,

Date: Tuesday, March 7, 2023

Welcome to BYJU'S!

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

We are pleased to offer you the position of **Intern - Sales BTC** on following terms & conditions:

Offer Details:

Designation:	Intern - Sales BTC
Department:	Sales BTC
Employment Type:	Intern
Date of Joining:	Friday, March 10, 2023
Internship End Date:	Saturday, June 10, 2023
Role Location:	BTC, Premises No. 276 , 15th Cross, 5th Phase, J.P. Nagar, Bangalore, 560078
Stipend per Month:	16000

As per the government guidelines, tax deduction will be 10% for those who have PAN Card, otherwise, the tax deduction will be 20%. Therefore, please apply for a PAN Card, at the earliest, in case you do not have one..

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You are requested to submit documents listed in Annexure B prior to commencement of your internship.

You will be paid a stipend of 16000 per month for the internship period.

You are required to acknowledge your availability for the internship within 48 hours from the receipt of this letter, failing which the internship offer will automatically stand withdrawn.

Your internship will commence on Friday, March 10, 2023 , failure to report to the Company on such date would indicate your unwillingness to intern with the Company and the internship offer shall automatically withdrawn, unless an extension of the date of commencement of internship has been mutually agreed in writing. Upon completion of your internship for the period set out under the contract, you shall have no right whatsoever to claim any renewal of the internship period as such.

The Company will be entitled to terminate your internship by giving you 2 days of notice in writing. In the event you desire to discontinue the internship, you will be required to give the Company 2 days of notice in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful internship and career opportunity with us.

Please submit the signed copy of this internship letter on the date of commencement of your internship.

This is system generated offer letter and does not require authorised signature.

Annexure A

Reporting: You will be assigned a supervisor on the first day of the internship and you must act in accordance with the instructions of your supervisor. Being an intern of the , you will carry out such tasks as may be entrusted to you from time to time by your supervisor. During the internship period, you shall be required to work directly with your team coordinators and / or other staff members of the Company. You shall be required to work approximately [48] hours a week for a period of 90 days.

Exclusivity: You shall not undertake any other assignment during the currency of your internship with the Company. Any contravention thereof will lead to the forthwith termination of your internship.

Policies: You will abide by the Company's policies, regulations, code of conduct, and procedures on safety, security and anti-sexual harassment, presently in force or as introduced/amended from time to time. You will be required to follow the rules of discipline and time etiquette prescribed by the Company and conduct yourself in accordance with the decorum of the workplace and maintain the highest standard of ethics. The Company reserves the right to forthwith terminate your internship at any given point of time during its currency in the event you are found involved in tardiness, unethical practices, fraudulent activities, misrepresentation etc.

Confidentiality: You are duty bound to protect and not disclose to anyone, all information including information classified as confidential, coaching materials, developed material and documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

You acknowledge that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Company property: If for the performance of any tasks allocated to you, you are handed over any Company property including but not limited to any educational materials, records etc. then you shall be responsible for the safekeeping and return in good condition (immediately upon the task being completed or at the time of termination or any time during the internship) and order of all such properties of the Company, which may be in your case, custody, care or charge. For the loss of any properties of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account such material or property to its satisfaction.

Absence: You are required to report any sickness absence as soon as is practicably possible to your supervisor and provide medical supporting of sickness where sickness lasts 3 (three) days or more. During the internship, you will get 1 casual leave per month and public holidays (if applicable during the internship tenure). If you are absent from duty other than the applicable leaves and holidays, such days of absence may be treated as loss of pay days or the internship may be discontinued as per the management decision. The internship stipend will be paid on a pro-rata basis depending on the no. of days you were present and worked as an intern.

Conduct: You shall abide by all reasonable and lawful directions given to you by or under the authority of the Company during your internship. You will conduct yourself in good standing at all times and abide by the law of the land whether in relation to your internship or otherwise. In the event any complaint or proceeding is initiated against you during the internship period, whether civil or criminal in nature, you will immediately inform the Company of the same. Our basic premise in conduct of business: interns should do nothing that might be unethical, discredit or embarrass the Company, its clients, or themselves as interns of the Company. All Think & Learn Pvt. Ltd., interns are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception. If the intern violates the code of conduct, the management may decide to terminate the internship.

Termination: Your internship shall automatically come to an end at the expiry of the internship period set out herein. Your internship may be terminated, prior to expiry of the internship period, in the event of disqualification including but not limited to embezzlement, fraud, gross negligence, criminal offenses -alleged or guilty, or a material violation of terms of this Letter or any applicable Company policies or you are

found to be absconding from the internship program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

Certificate: Internship certificate will be provided only upon successful completion of the internship tenure. If the resignation is initiated by you or you have been relieved early due to violation of terms of this letter, you will not receive the certificate.

Representation: This internship has been made based on the information furnished by you in your application. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then the internship will be terminated without notice.

Relationship between parties: This internship is not and shall not be, at any point, treated or construed as a contract of employment between you and the Company or commitment for employment in the future. The Intern shall not have the authority to bind or represent the Company in any manner whatsoever.

Post completion of internship: Completion of the internship does not guarantee an offer of employment with the Company. However, basis a qualitative and quantitative analysis of the performance during the internship and upon successful completion of the internship and completion of course, the Company may, at its sole discretion, consider providing an offer of employment as an associate to the in a role, which may be in , as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. The compensation package for such permanent position, if any, offered by the Company will be as per the prevalent market practices, industry conditions and business requirements of the Company (INR 4 -5.5 LPA fixed compensation + up to 3 LPA variable pay). The work location may be as determined by the Company from time to time. Provided that, nothing in this clause shall be construed as any commitment or guarantee provided by the Company for any employment or any other engagement with the Company.

Annexure B

- a. Graduation/Post Graduation Mark sheet–All completed semester mark sheets
- b. No Objection Certificate & College ID-Card
- c. Resume
- d. Aadhaar Card(On Aadhaar, DOB should be in DD/MM/YYYY Format)
- e. Voter ID/Passport/Driving License
- f. Cancelled Cheque/Bank Statement/Bank Passbook
- g. Passport Size Photograph
- h. Penultimate year mark sheet
- i. Reference letter from university

Signature



Nov 08, 2022

Roopashri C M,
Bangalore

Dear Roopashri C M,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPT office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022, post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. Amendment: This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. Assignment: This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AAR Tech Park, # 23 A, 24, Hesar Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6609 0000
Branch Office: Module # 105, TIDEL Park, ELCT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700
www.visionetsystems.com

VISIONET



VISIONET

iii. Non-Disparagement: You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.

iv. Devote time: You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.

v. Accountable for Social Conduct: If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.

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

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

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

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Roopashri

23-11-2022

Accepted
Roopashri C M
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited
Registered Office: AAR Tech Park, # 23 A, 24, Hesar Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6609 0000
Branch Office: Module # 105, TIDEL Park, ELCT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700
www.visionetsystems.com

To
Ruchith Sai
Subject: **Internship Offer Letter**

Date: 2nd December, 2022

Dear **Ruchith Sai**,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

To

Date: 2nd December, 2022

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Ruchitha P M

Subject: Internship Offer Letter

Dear Ruchitha P M,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
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- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



(81)

Offer: Computer Consultancy
Ref: TCSL/DT20223181398/Bangalore
Date: 28/12/2022

Ms. Ruchitha P M
The Oxford College Of Girls Hostel,
Bommanahalli,
Bangalore-560068,
Karnataka.
Tel# 91-9008966203

Dear Ruchitha P M,

Sub: Letter of Offer

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

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

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

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

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

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TATA CONSULTANCY SERVICES

WINDHILL, 100/1, BLOCK 'A', 6TH FLOOR, BANGALORE 560008, INDIA
TEL: 91 9008966203 FAX: 91 900896610119 Website: www.tcs.com
Registered Office: Central Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career Search Email: 1800 209 5137 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TATA CONSULTANCY SERVICES

WFOH: 8C 1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 2424 7000 Fax: 91 80 2641 0114 Website: www.tcs.com
Registered Office: Anna's Building, 9th Floor, Naraina Point, Mumbai 400 021
TCS Career Services Line: 1800 209 31 31 Email: careers@tcs.com



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

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

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TATA CONSULTANCY SERVICES

HYDRABAD: B-7, BLOCK 82, EPB, Whitefield, Bangalore 560 066 India

TEL: 91 80 6724 7000 Fax: 91 80 2641 0114 Website: www.tcs.com

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

TCS Careers Service Line: 1800 209 3171 Email: careers@tcs.com



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

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

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



12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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



16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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TATA CONSULTANCY SERVICES

HYDRABAD: 101-1 BLOK D1, 82, EPIP Whitefield, Banga Road-500 085, India.
Tel: 91 80 6724 7000 Fax: 91 80 2941 0114 Website: www.tcs.com
Registered Office: Marzal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 5111 Email: careers@tcs.com



- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.



22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

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

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

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

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



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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Ruchitha P M
Designation	Assistant System Engineer-Trainee
Institute Name	The Oxford College Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. **Prior knowledge**

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

5. **Use of third party material**

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

6. **Security policies and Guidelines.**

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

7. **Working in SBWS Framework:**

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



To,

Name : Ruchitha Pethandhalli Muniswamy Gowda

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

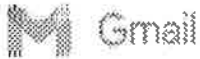
Dear Ruchitha Pethandhalli Muniswamy Gowda,

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

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

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

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



OSK

RE: Vee Technologies Pvt Ltd - Oxford College - Technical Interview

Tue, Jan 3, 2023 at 4:08 PM

Bhuvaneshwari Matheshwaran <bhuvaneshwari.m@veetechnologies.com>

To: "hodplacements@theoxford.edu" <hodplacements@theoxford.edu>

Cc: Kesavan Moorthy <kesavan.m@veetechnologies.com>, Saravanan Ramesh <saravanan.r@veetechnologies.com>, Bhargav Shivaprasad <bhargav.s@veetechnologies.com>, Sakthivel Rajakannu <Sakthivel.R@veetechnologies.com>, Sreenidhi Suryagopal <Sreenidhi.S@veetechnologies.com>, "girish.r@hiremee.co.in" <girish.r@hiremee.co.in>, "praveenkumar.r@hiremee.co.in" <praveenkumar.r@hiremee.co.in>

Dear Mr Bheemeshwar Reddy,

Please find the below status also below are the selected candidates list for reference.

Note : Reg : LOI – Will be released to the students Email ID by today EOD.

Remarks	Nos
Total Appeared	93
GD Selected	46
Final Selected	12

Selected Candidates List :

S No	Name	Contact	Email ID	Designation	College	Feedback
1	Noel George Thomas	8317380313	noelgtise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
2	Syed Ussaid Ahmed	7019416291	syedussaidahmed@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
3	Namilha.C	9353604670	namithacise@2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
4	Shreya.S.Shetty	9108358240	shreyashettyise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
5	Kajol Ambwani	9353633487	kajolise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
6	Lakshmi Narayanan.G	9513181700	lakshminarayananue2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
7	Vikram Kumar.R	7204977600	vikramise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
8	P.Palaksha	8073773448	palakshaeca@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
9	Ruthvik.C	9513159754	ruthvikgowdas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
10	Saptha Sree.M	7904182199	sapthasreemerece2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
11	Nusaiba Fathima	9740520064	nusaibafise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
12	Md Muzammil Pasha.S	661897544	mdmuzammilpashas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected

Regards,
 Bhuvaneshwari -M
 Senior HR Executive - Talent Acquisition
 Vee Technologies Pvt Ltd
 PH - 9384092996 | 0427-2341064 (Ext : 5031)

CONFIDENTIALITY NOTICE: Information contained herein (including any accompanying documents) may contain proprietary, business-confidential, and/or privileged material and is intended solely for the addressee(s). If you have erroneously received this message, please immediately delete it, and notify the sender. Also, if you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this message or any accompanying document is strictly prohibited and is unlawful. Vee Technologies Private Limited is not responsible for any damage caused by a virus or alteration of the e-

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To

Date: 2nd December, 2022

Sahana S

Subject: Internship Offer Letter

Dear Sahana S,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on 12th December, 2022 for a period of 6 months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty-Two Thousand Only) and you will be working as a 'Business Development Trainee'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

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



ES

October 20, 2022

Samipya K,
No. 36,#82,Opposite To Central jail,
Naganathapura, Bengaluru.

Dear Samipya,

Subject: Offer from IQZ Systems Pvt Ltd

Thank you for exploring career opportunities with IQZ Systems Pvt Ltd. You have successfully completed our selection process and we are pleased to make you an offer.

Please find enclosed your letter of offer containing the relevant details and terms and conditions regarding your employment. The terms and conditions of your employment have been stated in this offer and supersede any prior representations made verbally or in writing during our meetings. Please note that the validity of the letter of offer is subject to satisfactory completion of a reference check/ background check.

Please bring the following documents on the day of your joining:

1. Photocopies of educational documents of school leaving, Graduation (all three/four years), Post-Graduation (if applicable)
2. Photocopy of your PAN (Permanent Account Number) card
3. Photocopy of your Passport
4. Photocopy of Aadhar Card
5. Passport size color photograph
6. Bank Account Details – Bank name, branch and account number


As part of the employment process, you will be required to undergo 'reference checks' & 'background check' and that will be conducted on the basis of your documents and declarations. This offer is contingent on a clear background check and may be rescinded by the organization if that is not the case

Please sign and return to the undersigned the duplicate copy of the offer letter to indicate your acceptance.

For and on behalf of IQZ Systems Pvt Ltd

Ankita

Ankita Srivastava
Director – Human Resource

 IQZ Systems Private Limited
8K/2, 5th Street, Bharathi Nagar,
Nagercoil - 629002, Tamilnadu.

 04652 275 127

 www.iqzsystems.com
contact@iqzsystems.com

Annexure 1

COMPENSATION DETAILS	
<i>All figures are in INR per annum</i>	
NAME	Samipya K
ROLE & DESIGNATION	Associate – Software Engineer
BASIC	200000
FLEXIBLE BENEFIT ALLOWANCE:	176000
<ul style="list-style-type: none"> • HRA/ CLA • Food Vouchers • Conveyance Allowance/ Vehicle Maintenance • Leave Travel Allowance • Telephone Allowance • Children's Education Allowance • Medical Allowance • Special Allowance 	
PROVIDENT FUND (12% of Basic – Employer Contribution)	24000
ANNUAL CTC	400000

Note
<p>Provident Fund mentioned is the company's contribution to your Provident Fund. An equal amount will be deducted as your contribution to the fund in accordance with PF guidelines.</p> <p><i>Gratuity eligibility and payment will be in accordance with the Gratuity Act</i></p> <p><i>Taxes (Income tax and Professional tax will be deducted as required)</i></p> <p>All the above benefits are in accordance with the Company's policies, which are subject to change from time to time.</p>

- b. The Company may confirm your services based on satisfactory performance during the probation period. In case your performance is found unsatisfactory during the probation period, the Company may, at its option, terminate your employment with immediate effect or extend the probation period.
- c. The Company reserves the right to terminate your service on giving three months' (90 days) notice or payment of salary in lieu thereof. Similarly, you will be at liberty to resign from services of the Company on giving three months' (90 days) notice or forfeiture of salary in lieu thereof. The prerogative to ask the employee to serve the notice period or recover salary in lieu of rests with the Company. In case you leave the employment of the Company without the prescribed notice, the Company will have the right to recover an amount equivalent to three month's salary and shall be entitled to make deductions from your other dues to the extent of the damage or loss to the Company or Company's property if any, and also to the extent of any advance made to you by the Company.
- d. You will continue to be governed by Employee Manual during the notice period. In case of any indiscipline or misconduct on your part during the notice period or otherwise, the Company reserves the right not to accept your resignation and/or consider the earlier acceptance of resignation as null and void and terminate your services with immediate effect. In such an event, the Company will not be liable to pay you any dues whatsoever.
- e. Notwithstanding anything contained herein, in case of any misconduct, or indiscipline on your part during the course of your employment, breach of this Agreement, breach of the applicable Employee Manual or any other applicable policies governing your employment, including unauthorized absence / leave, the Company may terminate your employment immediately.
- f. On termination of employment, an employee shall return to the office all articles of the Company issued to him/her by the office and his/her custody. The Company shall have the right to claim compensation from you for the damage or loss of such articles.

5. Employment Agreement:

You will be required to execute an agreement, to serve IQZ Systems for a minimum of 2 years after joining. Employment agreement duration of 2 years refers to continuous service of 24 months from date of joining and excludes Leave without pay and unauthorizes absence, if any.

6. Training

During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during the training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

- b. You are required not to engage in activities that have an adverse impact on the reputation/image and business of the Company, whether directly or indirectly.
- c. You may be required to undertake travel for the Company's work for which you will be reimbursed travel expenses as per the Company policy applicable to your category of employees.
- d. All employees of the Company are required to ensure integrity in all aspects of the functioning and operations. You are expected to comply with all the Employee Manual and policies of the Company including the Code of Conduct, Information Security Policy and all other policies as they form an integral part of the terms of your employment.
- e. Any matter or situation or incident that may arise that could potentially result or has resulted in any violation of the policies or this letter, shall immediately be brought to the notice of your Manager or Human Resources.
- f. You will be responsible for the safe keeping and return, in good condition and order of all the properties and equipment of the Company which may be in your use, custody or charge.

10. Confidentiality and Copyright:

You agree to sign and abide by the provisions of the enclosed "Confidential Information, Intellectual Property Rights and other matters agreement" at all times during your employment.

The Company shall be the sole owner of any intellectual property developed by you during your employment with the organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the intellectual property. You shall not claim any income nor benefit from any such development at any point of time. You will be required to sign an Employee Undertaking/NDA at the time of joining.

11. General Terms and Conditions

- a. This letter contains broad terms and conditions of service governing this employment which are subject to change from time to time at the Company's discretion. Hence you are requested to contact Human Resources / your Manager for policies / rules / regulations, which are applicable to you.
- b. We trust that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, the Company reserves the right to take appropriate action, up to and including the termination of employment without notice.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this employment.
- d. Your employment is governed by this letter and the applicable rules and policies provided in the "Employee Manual" available with Human Resources.
- e. This offer is being made to you subject to your producing the relevant documents as intimated to you by the Company.

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675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1886

Date : 27 March 2023

Dear Sandesh,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : 05 April 2023 to 14 April 2023

On the Job Training Start Date: 15 April 2023

On the Job Training End Date: 14 October 2023

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000** Per Month

Incentives : **INR 10000**

Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination,• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Mar 06, 2023

Mr Shashi Kumar S
shashiise2023@gmail.com
Candidate Id: CN20230514

Dear Shashi Kumar S,

Further to our interactions with you, we are pleased to offer you the position of **Associate Trainer** in our **Skill Development Division**.

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

You will report to **Mr. Prasad C (Training Manager)** or anyone whom he may depute. Your date of joining will be **20 Mar 2023**. Your base location will be **Bangalore**.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance up to **Rs.1500/-**. Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

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

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

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

Annexure I: Annual Compensation Structure			
Name	Mr Shashi Kumar S	Position & Department	Associate Trainer
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

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

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

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

Name & Signature of the candidate with date of acceptance



To,

Name : Shravani Reddy Yashwanth Reddy

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

Dear Shravani Reddy Yashwanth Reddy,

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

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

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

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

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

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

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

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

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

Annexure A

- Career Level - 12
- Proposed role - **Application Development Associate**
- **Annual fixed compensation** for the fiscal will be **INR 3,83,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- **Local Variable Bonus** - At your career level, the maximum annual target variable pay-out is estimated as **INR 32,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- **Maximum Annual Total earning potential – INR 4,15,500 /-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000**; payable upon successful completion of initial training as per company process.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
Notional Insurance Premium paid by Company – **INR 11,400 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,58,300/-**

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

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

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

Sravya -> snehly
10X1915093

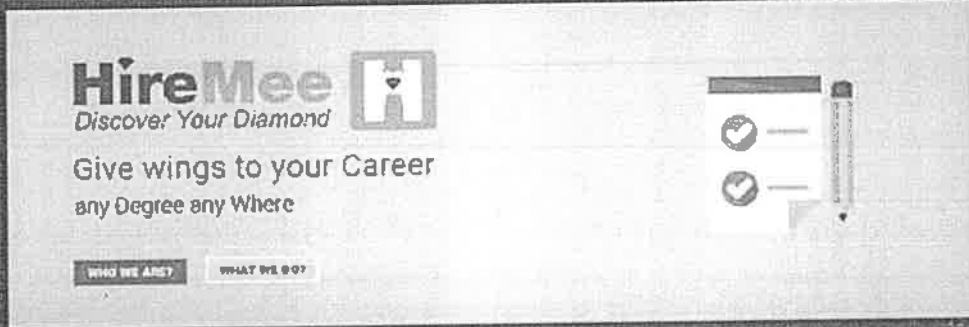
vee technologies

89

Vee Technologies AR Caller Trainee Selected Inbox



HireMee 1 Feb
to me ▾



Hi, Greetings from HireMee!!

Dear Candidate,

Greetings from Vee Technologies ,

Congratulation! We are glad to inform you that based on your skill set and experience, you have been shortlisted

Regards,

HR Team

Regards,

09h

90



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1895

Date : 27 March 2023

Dear Shreyas R,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : **05 April 2023 to 14 April 2023**

On the Job Training Start Date: **15 April 2023**

On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000 Per Month**

Incentives : **INR 10000**

Target: **200000 INR per month.**

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____

08-December-2022

Dear **Shrilaxmi Chitguppi**,

Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern**.

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

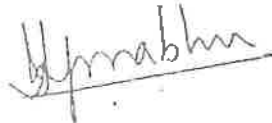
As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,
For **Finnovation Tech Solutions Pvt. Ltd.**



Ashwin Prabhu
Head - Human Resources



VISIONET

Nov 08, 2022

Shrilaxmi Chitguppi,
Bangalore

Offer Letter

Dear Shrilaxmi Chitguppi,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA Tel: +91 80 6669 0000
Branch Office: Module # 105, IDEL Park, ELCOF/SEZ, Coimbatore - 641 014, INDIA Tel: +91 422 454 7700

www.visionetsystems.com



VISIONET

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Shrilaxmi Chitguppi
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6619 0000
Branch Office: Module # 105, TIDEL Park, ELCOY/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700
www.visionetsystems.com



VISIONET

Name	Shrilaxmi Chitguppi	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Shrilaxmi Chitguppi
(Signature & Date)

Visionet Systems Private Limited

Registered Office - AAR Tech Park, # 23 & 24, Mosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6665 0000
Branch Office - Aardale # 105, TIDEL Park, ELCOOT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

www.visionetsystems.com

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Letter of Intent (LOI)

Superset ID: 3622769

Date: November 25, 2022

Dear SHWETHA M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference: <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

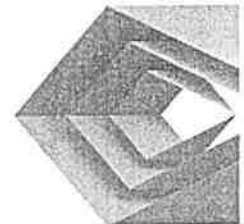
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





TCS Offer Letter Inbox



TCS Recruitme... 12/28/2022
to me ▾



Dear Shwetha Gowda,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same



Amrutha @ The Oxford placement grou
yesterday at 4:13 pm



TCS Offer Letter inbox

TCS Recruitme... 12/28/2022
to me

Dear **Shwetha Gowda**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the **TCS Offer Letter** with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.



Shwetha M, TCS offer letter



Gmail

Search mail



7 of 33



Compose

Hello SNEHA S,

Inbox 3

Congratulations!!!

Starred

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Snoozed

Kindly go through the following details and acknowledge the email before Friday (16-Dec-2022).

Important

Work location: Bengaluru and you need to work from Koramangala office (No work from home option for this position)

Sent

Internship start date: 16th Feb 2023

Drafts

Duration: 4month to 6months, Upon successful completion you will be absorbed as Trainee Software Engineer

Spam 2/1

Stipend during internship: 15,000 INR per month(Including PF & ESI), take home 12,800INR per month.

More

Work location: Bengaluru and you need to work from the Koramangala office.

Labels

Upon Successful completion of Internship, you will be considered for fulltime employment with following details

Unwanted

Position: Full time and permanent

Designation: Trainee Software Engineer

Payscale: 3,50,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years**NOTE:**

1. The employment agreement starts from the DOJ as Intern, will be for 3 Years.
2. You are required to submit your First and Second year Degree Marksheets(Originals) at the time of joining as Intern. Which will be returned upon completion of 18 Months of employment with the company.
3. You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ MCA) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.
4. It is mandatory to take full time position post internship duration if the job performance is bad during the internship the company reserves all rights to revoke the offer.

Compose

Inbox 3

Starred

Snoozed

Important

Sent

Drafts

Spam 24

More

Labels

Unwanted

CTC break up:

Basic Salary & DA	1,46,700
House Rent Allowance	73,350
Other Allowances	73,350
Bonus*	35,000
Provident Fund Employer Contribution	21,600
Insurance (GMC & GPA)	5,767
Gratuity**	6,113
Total Cost to Company	3,61,880

* Bonus will be paid in two equal instalments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

*Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of joining. The contribution mentioned will be deposited with the Life Insurance Corporation of India every year and an employee resigning from the services company after completing the service exceeding 5 years will be paid, a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the LIC.

*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.



Nov 08, 2022

Sonali Gupta,
Bangalore

Offer Letter

Dear Sonali Gupta,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AMB Tech Park, # 23 & 24, 1st & 2nd Main Road, Bangalore - 560060 INDIA (P) +91 80 6923 9001

Branch Office: Module # 105, TIDEL Park, Electronic City - Bangalore - 560101 INDIA (P) +91 422 464 7700

www.visionetsystems.com



Name	Sonali Gupta	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Sonali Gupta
(Signature & Date)

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560108 (INDIA) Tel: +91 80 66687000

Branch Office: Module # 105, IDEE Park, IICOD SEZ, Coimbatore - 641 014 (INDIA) Tel: +91 422 484 7700

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Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru Inbox



Narmada Vivek... 14/12/2022
to me



Hello SOWMYA DN,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (16-Dec-2022).

The Economic Times



Nov 07, 2022

Sumera Mehraj,
Bangalore

VISIONET

99

Offer Letter

Dear Sumera Mehraj,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. Amendment: This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. Assignment: This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: Visionet Systems Private Limited, 1st Floor, 100 Feet Road, 100 Feet Road, 100 Feet Road, Bangalore, Karnataka, India. CIN: U72200KA2012PTC014477

www.visionetsystems.com



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- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes, it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Sumera Mehraj
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office: ANSR Building, 8, 7th Floor, Vignesh Main Road, Bangalore - 560 004, INDIA. Tel: +91 80 6669 0000
Branch Office: Marathahalli, 1st Floor, 4th Cross, 1st Stage, Marathahalli, Bangalore - 560 075, INDIA. Tel: +91 822 454 7700
www.visionetsystems.com

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To
Syeda Daniya Fathima
Subject: Internship Offer Letter

Date: 2nd December, 2022

Dear **Syeda Daniya Fathima**,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

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Nov 08, 2022

VISIONET

Syeda Daniya Fathima,
Bangalore

Offer Letter

Dear Syeda Daniya Fathima,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before September 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 10, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 088, INDIA. Tel: +91 80 6669 0000
Branch Office: Module # 105, TIDEL Park, ELCOT SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

www.visionetsystems.com



Name	Syeda Daniya Fathima	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Syeda Daniya Fathima
(Signature & Date)

Visionet Systems Private Limited

Registered Office - AMR Tech Park, # 23 & 24, Hosa Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

Branch Office - Module # 105, TIDEL Park, E.COT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

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Nov 04, 2022

Syeda Noor Zaineb,
Bangalore

Offer Letter

Dear Syeda Noor Zaineb,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before August 01, 2023.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before November 05, 2022 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AAR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

Branch Office: Module # 105, FIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

www.visionetsystems.com



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Name	Syeda Noor Zaineb	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Syeda Noor Zaineb
(Signature & Date)

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA Tel: +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA Tel: +91 422 454 7700

www.visionetsystems.com

Fwd: Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru

1 message

Tejaswini C <tejaswinicise2023@gmail.com>
To: srیمانjunatha72@gmail.com

Mon, Jan 9, 2023 at 3:20 PM

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

From: Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>

Date: Fri, Dec 23, 2022, 13:06

Subject: Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru

To: <tejaswinicise2023@gmail.com>

Cc: Rajani Bathula <rajani@terralogic.com>

 Hello Tejaswini C,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (26-Dec-2022).

Work location: Bengaluru and you need to work from Koramangala office (No work from home option for this position)

Internship start date: 16th Feb 2023

Duration: 4month to 6months, Upon successful completion you will be absorbed as Trainee Software Engineer

Stipend during internship: 15,000 INR per month(Including PF & ESI), take home 12,800INR per month.

Work location: Bengaluru and you need to work from the Koramangala office.

Upon Successful completion of Internship, you will be considered for fulltime employment with following details

Position: Full time and permanent

Designation: Trainee Software Engineer

Payscale: 3,50,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years



Nov 08, 2022

Venkatesh Acharya,
Bangalore

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VISIONET

Offer Letter

Dear Venkatesh Acharya,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore headoffice VSPL office.

Your date of joining shall be on or before **September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/canceled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before **November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6066 9211

Branch Office: Module # 105, TIDEL Park, ELCOOT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 212 1192

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- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

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

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Venkatesh Acharya
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office: AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA Tel: +91 80 6669 0000

Branch Office: Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA Tel: +91 472 454 7700

www.visionetsystems.com

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Letter of Intent (LOI)

Superset ID: 3622005

Date: November 25, 2022

Dear Venkatesh Acharya,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference, <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

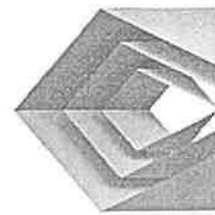
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru ☆

Inbox



Narmada Vivek... 14/12/2022
to me, Rajani, Biswa ▾



Hello Vikram kumar R,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (16-Dec-2022).

Work location: Bangalore and you need to work from





108.

RE: Vee Technologies Pvt Ltd - Oxford College - Technical Interview

Tue, Jan 3, 2023 at 4:08 PM

Bhuvaneshwari Matheshwaran <bhuvaneshwari.m@veetechnologies.com>

To: "hodplacements@theoxford.edu" <hodplacements@theoxford.edu>

Cc: Kesavan Moorthy <kesavan.m@veetechnologies.com>, Saravanan Ramesh <saravanan.r@veetechnologies.com>, Bhargav Shivaprasad <bhargav.s@veetechnologies.com>, Sakthivel

Rajakannu <Sakthivel.R@veetechnologies.com>, Sreenidhi Suryagopal <Sreenidhi.S@veetechnologies.com>, "girish.r@hiremee.co.in" <girish.r@hiremee.co.in>,"praveenkumar.r@hiremee.co.in" <praveenkumar.r@hiremee.co.in>

Dear Mr Bheameshwar Reddy,

Please find the below status also below are the selected candidates list for reference.

Note : Reg : LOI -- Will be released to the students Email ID by today EOD.

Remarks	Nos
Total Appeared	93
GD Selected	46
Final Selected	12

Selected Candidates List :

S No	Name	Contact	Email ID	Designation	College	Feedback
1	Noel George Thomas	8317380313	noelotise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
2	Syed Ussaid Ahmed	7019416291	syedussaidahmed@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
3	Namitha.C	9353604670	namithacise@2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
4	Shreya.S.Shetty	9108358240	shreyashettyiae2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
5	Kajol Ambwani	9353633487	kajolise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
6	Lakshmi Narayanan.G	9513181700	lakshminarayananue2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
7	Vikram Kumar.R	7204977600	vikramise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
8	P.Palaksha	8073773448	palakshaee@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
9	Ruthvik.C	9513158754	ruthviknowdas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
10	Saptha Sree.M	7904182199	sapthasreemeece2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
11	Nusaiba Fathima	9740520064	nusaibafise2023@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected
12	Md Muzammil Pasha.S	861897544	mdmuzammilpashas@gmail.com	AR Caller Trainee	The Oxford College of Engineering	Selected

Regards,
Bhuvaneshwari -M
Senior HR Executive - Talent Acquisition
Vee Technologies Pvt Ltd
PH - 9384092996 | 0427-2341064 (Ext : 5031)

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30th December 2022

Sub: Offer of employment by Pin Click

Dear Vishaal Kaanth S,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 20th February 2023.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 4.8 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at the office Bangalore Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No : +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

The details of your annual earnings are as Annexure B.
ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT - PIN CLICK

	Name	Vishaal Kaanth S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th February 2023	
	CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android phone & Two-wheeler Is mandatory with valid driving license</p> <p>(3000 Includes the fuel allowances in the above annexure and 500 Rs deduction for Mobile Bill)</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr. Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website : www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Intent (LOI)

Superset ID: 3621350

Date: November 25, 2022

Dear Yashaswini S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

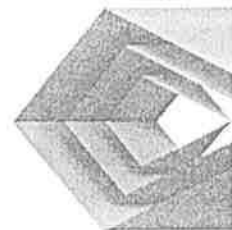
Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

08-December-2022

Dear **Yogendra K,**

Sub: **Internship Offer**

On behalf of **Finnovation Tech Solutions Pvt. Ltd.** I am pleased to extend to you this offer of temporary employment as an **Intern.**

With the acceptance of this offer, you will begin your internship with the Company on **04th January 2023** will be required to work as **Intern** for **6 months**. On successful completion of the internship, the management shall decide to continue / revise the intern pay or withdraw the internship.

You will be paid, less all applicable taxes and with holdings, fixed payable per month **INR. 25,000/-** per month.

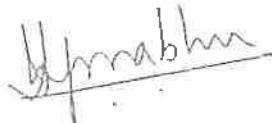
As an **Intern** you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or any other.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. The full-time job will be confirmed based on your individual achievement throughout the internship period.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to **Finnovation Tech Solutions Pvt. Ltd.**

With Best Wishes,
For Finnovation Tech Solutions Pvt. Ltd.



Ashwin Prabhu
Head - Human Resources

समुदाय के साथ
Sar utha ke jiyo!

समुदाय के साथ
Sar utha ke jiyo!

1



Date: 23-09-2022

Subject: Offer of Employment

Dear Abhishek Singh,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

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

Sushil Chander
Vice President – Human Resources

4



Annexure 1

Date: 23-09-2022

Name: Abhishek Singh

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclam: INR2,00,000 for self and dependents



indiamart



- 10 Compose
- Mail
- Inbox 10
- Starred
- Snoozed
- Important
- Sent
- Drafts 100
- Categories
- More

Labels

- Follow up
- Junk E-mail
- Misc
- Placement offer letter 2...
- Priority
- TOCE Placement
- More

Result of On-site Campus Drive_The Oxford College of Engineering Bang

 **campus connect** <campusconnect@indiamart.com>
to me, hodplacements

Hi Team,

Greetings From IndiaMart!

The result of the campus drive is provided below:

S.No	Name
1	Abhishek Singh

Please ask all the students to fill this campus joining form by eod.

https://docs.google.com/forms/d/1-w6l1nwHTzwwT5wzY4Vh7u1HyuycaIbfaDhTIKwWzwU/viewform?edit_requested=true

Thanks and Regards
Campus Team - Human Resources
IndiaMART InterMESH Ltd

- Thank you for your mail.
- Thank you for the mail.
- Received your mail.

- Reply
- Reply all
- Forward

From,
Kotak Life
Regional Office
Bangalore

To,
Abhishek Singh

Dear Abhishek Singh

Congratulations on being selected as **Management Trainee** with Kotak Life through the Management Trainee program at **L3 Grade**. You will join the program in the month of Aug 2023.

It is an exciting time to join Kotak Life when we are strengthening our capabilities to increase customer focus, digitization as well as digitalization. The Management Trainees will hence play an integral role in this journey.

Kotak Life stands for *Hum Hain Hamesha*. We mean it when we say we care for our employees. Our focus is to provide you with long-term career opportunities within the organization and within the Kotak Group. We are proud to inform you that 4 of our Executive Committee leaders out of 7 had joined Kotak Group as Management Trainees. It is time for you to begin your leadership journey with us as a Management Trainee.

We look forward to your **#CareersforLife**.

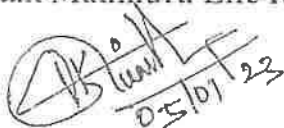
Your fixed compensation will be Rs. **3,50,000** per annum

Your offer and appointment letter will be shared with you upon your acceptance of this provisional offer.

Acceptance needs to be shared at the mentioned email id: **Sunithkumar.murugan@kotak.com**

Yours truly,

~~Kotak Mahindra Life Insurance Company Ltd.~~


05/01/23

Authorized Signatory



WITH YOU ALWAYS

Tata AIG General Insurance Company Limited

Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CN: UB5110MH2000PLCT28425

Dated: 29-Dec-2022

4

Hosangadi Aishwarya
The Oxford Educational Institutions

Subject: Provisional Offer Letter

Dear Hosangadi Aishwarya,

We thank you for your interest in exploring career opportunities with Tata AIG General Insurance Company Limited (hereinafter referred as "Tata AIG").

With reference to the selection process, you had with us, we are pleased to offer you a Provisional appointment as Management Trainee at Tata AIG. As a part of Tata AIG's Campus Recruitment - ARISE program, your fixed compensation would be Rs.3,75,000 per annum. You will also be eligible for variable pay under the variable pay program of the Company applicable from time to time. All payments would be subject to prevailing tax laws and statutory deductions.

Your employment with the Company will be established after finalising all joining formalities as per company policy and this offer is contingent upon the successful completion of your degree. Post that you will be issued appointment letter providing details of your place of posting and department along with detailed terms and conditions of your employment with the Company.

We at Tata AIG are privileged to have you with us and look forward to launching your successful career with us.

Please signify acceptance of this offer by signing and returning this letter to us at CampusConnect@tataaig.com. You may get in touch with Harshita Kothari at CampusConnect@tataaig.com, for any query that you might have related to your employment with the Company.

Sincerely,

For Tata AIG General Insurance Company Limited

Jitesh Bawa
Chief Human Resource Officer

tataaig.com



think ahead

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WITH YOU ALWAYS

I, Hosangadi Aishwarya have carefully gone through all the terms and conditions mentioned in this letter. I state and declare that I have fully understood the said terms and conditions and unequivocally hereby accept, agree and confirm the terms and conditions mentioned in the said offer letter.

Name: _____

Signature: _____

Date: _____



Date: 29th November 2022

Name & Address: Anushree SM, Bangalore

Dear Anushree SM

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

Yours sincerely,

For Refinitiv India Shared Services Private Limited



Tata AIG General Insurance Company Limited

Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Dated: 29-Dec-2022

6

Ashoka PT
The Oxford Educational Institutions

Subject: Provisional Offer Letter

Dear Ashoka PT,

We thank you for your interest in exploring career opportunities with Tata AIG General Insurance Company Limited (hereinafter referred as "Tata AIG").

With reference to the selection process, you had with us, we are pleased to offer you a Provisional appointment as Management Trainee at Tata AIG. As a part of Tata AIG's Campus Recruitment – ARISE program, your fixed compensation would be Rs.3,75,000 per annum. You will also be eligible for variable pay under the variable pay program of the Company applicable from time to time. All payments would be subject to prevailing tax laws and statutory deductions.

Your employment with the Company will be established after finalising all joining formalities as per company policy and this offer is contingent upon the successful completion of your degree. Post that you will be issued appointment letter providing details of your place of posting and department along with detailed terms and conditions of your employment with the Company.

We at Tata AIG are privileged to have you with us and look forward to launching your successful career with us.

Please signify acceptance of this offer by signing and returning this letter to us at CampusConnect@tataaig.com. You may get in touch with Harshita Kothari at CampusConnect@tataaig.com. for any query that you might have related to your employment with the Company.

Sincerely,

For Tata AIG General Insurance Company Limited

Jitesh Bawa
Chief Human Resource Officer

tataaig.com



think ahead

Sar utha ke jayo!

Sar utha ke jayo!

7



Date: 23-09-2022

Subject: Offer of Employment

Dear Ashoka P T,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

A handwritten signature in black ink, appearing to read "Sushil Chander".

Sushil Chander
Vice President – Human Resources

5



Annexure 1

Date: 23-09-2022
Name: Ashoka P T
Designation: Executive Trainee
Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):
Group Term Insurance: Term cover of INR 12,00,000 Mediclaim: INR2,00,000 for self and dependents



8

Date: 29th November 2022

Name & Address: Ashoka P.T, Bangalore

Dear Ashoka P.T

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

Yours sincerely,

For Refinitiv India Shared Services Private Limited

Sar utha ke jiyo!

Sar utha ke jiyo!

9



Date: 23-09-2022

Subject: Offer of Employment

Dear Bharathin,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

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

Sushil Chander
Vice President – Human Resources

6



Annexure 1

Date: 23-09-2022
Name: Bharathin
Designation: Executive Trainee
Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
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Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclam: INR2,00,000 for self and dependents



LETTER OF OFFER

Dear Bhuvana,

Congratulations! We are pleased to confirm that you have been selected to work for Jaisan IT Solutions LTD. We are delighted to make you the following job offer:

The position we are offering you is that of **Talent Acquisition Executive** with an annual cost to the company of 2,58,000. This position reports to *Senorita Mercy.*

We would like you to start work on **01-12-2022**. Please report to Sri Rupa Devi for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by **01-12-2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Jaisan IT Solutions LTD and look forward to working with you.

Sincerely,

Senorita Mercy.

Lead IT recruiter



11

Date: 29th November 2022
Name & Address: Bhuvana PJ, Bangalore

Dear Bhuvana PJ

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

Vinutha J
Yours sincerely,

For Refinitiv India Shared Services Private Limited

OL No: AM1938

Date : 30 March 2023

Dear **Chandana DS** ,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : **19 April 2023 to 28 April 2023**

On the Job Training Start Date: **29 April 2023**

On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000 Per Month**

Incentives : **INR 12000**

Target: **280000 INR per month.**

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

 **Academor**

31st Jan , 2023

To,
Ms. Deeksha M P

SUB: OFFER LETTER

Dear Ms. Deeksha M P,

With reference to your application and the subsequent interviews, we are pleased to offer you the post of **Management Trainee** in our Organization. The Management Trainee program will be of six months and on successful completion of MTs program you will be absorbed as company employee.

You will be required to undergo induction program at our Head Office, Turbhe, Navi Mumbai w.e.f 13th February 2023. During your MT tenure of six months, you will be eligible for monthly stipend amount INR 25000/-, which is inclusive of all allowances.

You will be placed in "BPO Operations department/function." and your place of posting will be Bangalore.

As discussed and mutually agreed we will provide the AC-2 cost for travel (to Mumbai and back to Bangalore) along with lodging and boarding at Mumbai for the induction training/period.

This offer is subject to submission of true certified photocopies of the following:

- Your updated resume
- Education certificates
- 2 Passport size photographs
- PAN card
- Aadhar card
- Address Proof (Rent agreement/ affidavit, in case address mentioned in Aadhar card is not of Bangalore)

Please ensure to get your attested documents for each of the above.

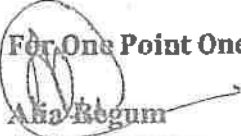
The detailed appointment letter will be issued to you upon joining our organization and on providing the requisite documents as mentioned above. The terms and conditions as mentioned in the appointment letter shall be considered as final in regards to your employment with us.

Post completion of induction program, you are requested to join our organization on or before **20th Feb 2023** failing which, this offer stands withdrawn.

We look forward to your joining our organization and wish you all the best in your career with us.

Thanking you,
Yours Sincerely,

For One Point One Solutions Ltd.,


Anil Bhatnagar
AGM-Human Resources

ONE POINT ONE SOLUTIONS LTD
(Formerly One Point One Solutions Pvt Ltd.)

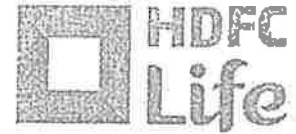
Corporate Office : C 42, TTC Industrial Area, MIDC, Village Pawane, Navi Mumbai 400 705, INDIA
T. 022 2687 3800 F. 022 2687 3889 CIN. U74900MH2008PLC182869 www.1point1.in
Mumbai . Gurgaon . Indore . Bangalore

2

Sar utha ke jiyo!

Sar utha ke jiyo!

14



Date: 23-09-2022

Subject: Offer of Employment

Dear Deepika K S,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

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

Sushil Chander
Vice President – Human Resources

7



Annexure 1

Date: 23-09-2022
Name: Deepika K S
Designation: Executive Trainee
Band: J2

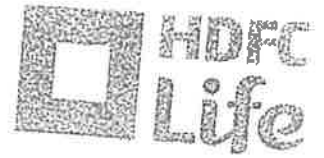
CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaime: INR2,00,000 for self and dependents

...na ke jyo!

Sar utha ke jyo!



Date: 23-09-2022

Subject: Offer of Employment

Dear Firdose Fathima,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining **will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.**

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

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

Sushil Chander
Vice President – Human Resources

Annexure 1

Date: 23-09-2022

Name: Firdose Fathima

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
 Medclaim: INR2,00,000 for self and dependents



Tata AIG General Insurance Company Limited

Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Dated: 29-Dec-2022

15

Divya Rashmi
The Oxford Educational Institutions

Subject: Provisional Offer Letter

Dear Divya Rashmi,

We thank you for your interest in exploring career opportunities with Tata AIG General Insurance Company Limited (hereinafter referred as "Tata AIG").

With reference to the selection process, you had with us, we are pleased to offer you a Provisional appointment as Management Trainee at Tata AIG. As a part of Tata AIG's Campus Recruitment – ARISE program, your fixed compensation would be Rs.3,75,000 per annum. You will also be eligible for variable pay under the variable pay program of the Company applicable from time to time. All payments would be subject to prevailing tax laws and statutory deductions.

Your employment with the Company will be established after finalising all joining formalities as per company policy and this offer is contingent upon the successful completion of your degree. Post that you will be issued appointment letter providing details of your place of posting and department along with detailed terms and conditions of your employment with the Company.

We at Tata AIG are privileged to have you with us and look forward to launching your successful career with us.

Please signify acceptance of this offer by signing and returning this letter to us at CampusConnect@tataaig.com. You may get in touch with Harshita Kothari at CampusConnect@tataaig.com, for any query that you might have related to your employment with the Company.

Sincerely,

For Tata AIG General Insurance Company Limited

Jitesh Bawa
Chief Human Resource Officer

tataaig.com



think ahead

(16)

 intrnForte

+ 91 9019679532

support@intrnforte.com

<https://intrnforte.com/>

30 December 2022

Sub : Letter of Offer and Appointment

Dear Divya Rashmi Pradhan,

Intrforte Pvt Ltd. is pleased to offer to you 3 Months Training as **Business Development Trainee** "At will basis" which can be extended.

Your date of commencement of employment will be **02-01-23** and will be based in **Bengaluru**.

Your annual package and terms and conditions of employment are mentioned herein.

Best Regards,



Spandan Suresh
Chief Operating Officer

26

Stipend: INR 18000 Per Month + INR 25000 as incentives (Subject to statutory deductions)
Target: 125000 INR per month.

Training Period : 02 January 23 to 05 January 23
Start date : 06 January 23
End date : 06 April 23

- During the internship you, will not receive any of the employee benefits that regular employees receive.
- During the internship, the company will have all the rights to terminate your services without offering any reason.
- During your training period, you will not receive stipend. Post training period, you will begin to receive your stipend.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 15 days stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the internship, the candidate will be prone to performance based pre-placement offers by the company
- Your fixed net stipend depends upon your successful completion of your target.
- Upon reaching the minimum assigned target of 35 Registrations, for every registration achieved henceforth, you would be entitled to a PBI of INR 500 for every Registration with completed pending payment by lead and INR 200 for every Registration with only Pre-Registration amount paid .



+ 91 9019679532

support@intrnforte.com

<https://intrnforte.com/>

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with IntrnForte, and will report on or before **02 January 2023**.

SIGNATURE: Divya Rashmi Padhan DATE: 31-12-2022

- in nina ke jyo!

Sarutha ke jyo!

17



Date: 23-09-2022

Subject: Offer of Employment

Dear Firdose Fathima,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

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

Sushil Chander
Vice President – Human Resources

8


Annexure 1

Date: 23-09-2022
Name: Firdose Fathima
Designation: Executive Trainee
Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
 Medclaim: INR2,00,000 for self and dependents


Sar utha ke jiyo!


Sar utha ke jiyo!

18



Date: 23-09-2022

Subject: Offer of Employment

Dear Harshithakuttappa J. P,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources

9



Annexure 1

Date: 23-09-2022
Name: Harshithakuttappa J. P
Designation: Executive Trainee
Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaim: INR2,00,000 for self and dependents

30 December 2022

Sub : Letter of Offer and Appointment

Dear **Hemanth Kumar S,**

Intrforte Pvt Ltd. is pleased to offer to you 3 Months Training as **Business Development Trainee** "At will basis" which can be extended.

Your date of commencement of employment will be **02-01-23** and will be based in **Bengaluru**.

Your annual package and terms and conditions of employment are mentioned herein.

Best Regards,



Spandan Suresh
Chief Operating Officer

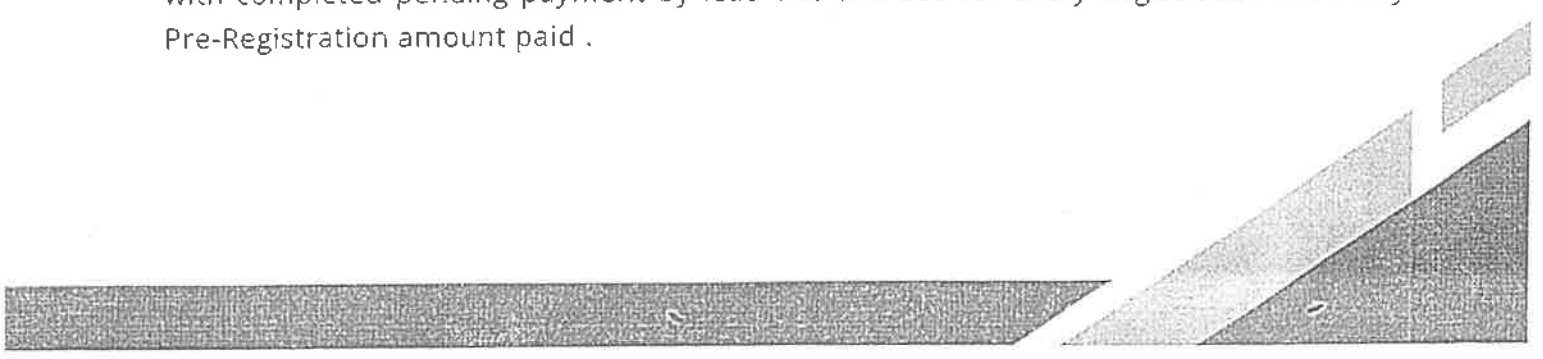
29

Stipend: INR 18000 Per Month + INR 25000 as incentives (Subject to statutory deductions)
Target: 125000 INR per month.

Training Period : 02 January 23 to 05 January 23

Start date : 06 January 23

End date : 06 April 23

- During the internship you, will not receive any of the employee benefits that regular employees receive.
 - During the internship, the company will have all the rights to terminate your services without offering any reason.
 - During your training period, you will not receive stipend. Post training period, you will begin to receive your stipend.
 - At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 15 days stipend.
 - All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
 - Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
 - You will observe all policies and practices governing the conduct of our business and employees.
 - Official communication either within the company or outside the company should be through the company Email of your manager only.
 - Post successful completion of the internship, the candidate will be prone to performance based pre-placement offers by the company
 - Your fixed net stipend depends upon your successful completion of your target.
 - Upon reaching the minimum assigned target of **35 Registrations**, for every registration achieved henceforth, you would be entitled to a **PBI of INR 500** for every Registration with completed pending payment by lead and INR 200 for every Registration with only Pre-Registration amount paid .
- 
- A decorative graphic at the bottom of the page consisting of several overlapping, semi-transparent rectangular shapes in shades of gray, creating a modern, layered effect.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with IntrnForte, and will report on or before **02 January 2023**.

SIGNATURE: Hemant Kumar S

DATE: 31/12/22



20

30th December 2022

Sub: Offer of employment by Pin Click

Dear Hemanth GK,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Property Advisor", with effect from 2nd January 2023.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at our Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its
4. potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
5. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
6. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days' notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and prerequisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and prerequisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
9. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

The details of your annual earnings are as Annexure A.

Page 1 of 4

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071.
Contact No : +91-8047-193000 website : www.pinclick.com
CIN No U70102KA2015PTC064563

bx

ANNEXURE A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Hemanth GK	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	2 nd January 2023	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B (A-B)	Professional tax	200	2,400
	PF Employer	900	10,800
	Net Salary	22,640	2,71,680
	Benefits		
C	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub-Total II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android Phone & two-wheeler is mandatory with a valid driving license.</p> <p>*There will be 7 days of training period and an assessment then your payroll will start)</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed. We look forward to the opportunity of working with you at Pin Click

Manik Kinra

Founder & CEO

ANNEXURE B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Hemanth GK	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	2 nd January 2023	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	SubTotal I / Gross Pay	26,589	3,19,068
B (A-B)	Professional tax	200	2,400
	PF Employer	1,008	12,096
	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Android phone & two-wheeler is mandatory with a valid driving license.</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click

Manik Kinra
Founder & CEO



LETTER OF INTENT

- A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his/ her KRA's.
- B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name: _____ Today's Date: _____

Signature: _____ Anticipated Start Date: _____

LETTER OF OFFER

Dear Aishwarya,

Congratulations! We are pleased to confirm that you have been selected to work for Jaisan IT Solutions LTD. We are delighted to make you the following job offer:

The position we are offering you is that of **Talent Acquisition Executive** with an annual cost to the company of **2,76,000**. This position reports to *Senorita Mercy*.

We would like you to start work on **01-12-2022**. Please report to **Sri Rupa Devi** for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by **01-12-2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Jaisan IT Solutions LTD and look forward to working with you.

Sincerely,

Senorita Mercy,

Lead IT recruiter



LETTER OF OFFER

Dear Karthik,

Congratulations! We are pleased to confirm that you have been selected to work for Jaisan IT Solutions LTD. We are delighted to make you the following job offer:

The position we are offering you is that of Talent Acquisition Executive with an annual cost to the company of 2,40,000. This position reports to *Senorita Mercy*.

We would like you to start work on **01-12-2022**. Please report to Sri Rupa Devi for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

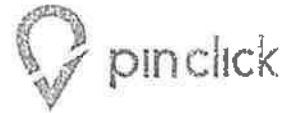
Please sign the enclosed copy of this letter and return it to me by **01-12-2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Jaisan IT Solutions LTD and look forward to working with you.

Sincerely,

Senorita Mercy

Lead IT recruiter



65
23

23rd December 2022

Sub: Offer of employment by Pin Click

Dear M Ragavendra,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Property Advisor", with effect from 26th December 2022.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at our Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you. —
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its
4. potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
5. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
6. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days' notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
7. ~~You will be governed at all times by the policies, procedures and rules of Pin Click~~ related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
9. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

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The details of your annual earnings are as Annexure A.

ANNEXURE A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	M Ragavendra	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	26 th December 2022	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer....	900	10,800
(A-B)	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub-Total II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android Phone & two-wheeler is mandatory with a valid driving license.</p> <p>*There will be 7 days of training period and an assessment then your payroll will start)</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p>			
Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed. We look forward to the opportunity of working with you at Pin Click

Manik Kinra

Founder & CEO



LETTER OF INTENT

- A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his/ her KRA's.
- B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name: _____ Today's Date: _____

Signature: _____ Anticipated Start Date: _____

Kotak Life Insurance Offer Letter

Date: 05-Jan-2023

From,
Kotak Life
Regional Office
Bangalore

To,
Manoj Kumar M

Dear Manoj Kumar M

Congratulations on being selected as **Management Trainee** with Kotak Life through the Management Trainee program at **L3 Grade**. You will join the program in the month of Aug 2023.

It is an exciting time to join Kotak Life when we are strengthening our capabilities to increase customer focus, digitization as well as digitalization. The Management Trainees will hence play an integral role in this journey.

Kotak Life stands for *Hum Hain Hamesha*. We mean it when we say we care for our employees. Our focus is to provide you with long-term career opportunities within the organization and within the Kotak Group. We are proud to inform you that 4 of our Executive Committee leaders out of 7 had joined Kotak Group as Management Trainees. It is time for you to begin your leadership journey with us as a Management Trainee.

We look forward to your **#CareersforLife**.

Your fixed compensation will be Rs. 3,50,000 per annum

Your offer and appointment letter will be shared with you upon your acceptance of this provisional offer.

Acceptance needs to be shared at the mentioned email id: Sunithkumar.murugan@kotak.com

Yours truly,

Kotak Mahindra Life Insurance Company Ltd.



Authorized Signatory

Kotak Mahindra Life Insurance Company Limited
CIN: U66030MH2000PLC128503 | IRDAI Reg No : 107

Registered Office:

8th Floor,
Plot # C- 12,
G Block, BKC, Bandra (E),
Mumbai - 400 051.

Corporate Office:

7th Floor, Kotak Infinity, Bldg No. 21,
Infinity Park, Off W. F. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 6605 1777
F +91 22 6725 6166
<https://www.kotaklife.com>

 *Hum hain... hamesha*



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Date: 29th November 2022
Name & Address: Manoj Kumar M, Bangalore

Dear Manoj Kumar M.

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.


This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.


Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

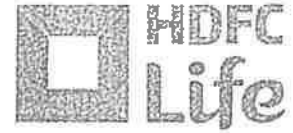
Yours sincerely,

For Refinitiv India Shared Services Private Limited


Sar utha ke jiyo!


Sar utha ke jiyo!

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Date: 23-09-2022

Subject: Offer of Employment

Dear Manoj N M,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022

Name: Manoj N M

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(iii) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(iv) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaim: INR2,00,000 for self and dependents

Sar utha ke jayo!

Sar utha ke jayo!



Date: 23-09-2022

Subject: Offer of Employment

Dear Manoj S,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

A handwritten signature in black ink, appearing to read 'Sushil Chander', is written over a horizontal line.

Sushil Chander
Vice President – Human Resources

Annexure 1

Date: 23-09-2022

Name: Manoj S

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
 Medclaim: INR2,00,000 for self and dependents



Tata AIG General Insurance Company Limited

Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLE128425

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Dated: 29-Dec-2022

Manoj S
The Oxford Educational Institutions

Subject: Provisional Offer Letter

Dear Manoj S,

We thank you for your interest in exploring career opportunities with Tata AIG General Insurance Company Limited (hereinafter referred as "Tata AIG").

With reference to the selection process, you had with us, we are pleased to offer you a Provisional appointment as Management Trainee at Tata AIG. As a part of Tata AIG's Campus Recruitment – ARISE program, your fixed compensation would be Rs.3,75,000 per annum. You will also be eligible for variable pay under the variable pay program of the Company applicable from time to time. All payments would be subject to prevailing tax laws and statutory deductions.

Your employment with the Company will be established after finalising all joining formalities as per company policy and this offer is contingent upon the successful completion of your degree. Post that you will be issued appointment letter providing details of your place of posting and department along with detailed terms and conditions of your employment with the Company.

We at Tata AIG are privileged to have you with us and look forward to launching your successful career with us.

Please signify acceptance of this offer by signing and returning this letter to us at CampusConnect@tataaig.com. You may get in touch with Harshita Kothari at CampusConnect@tataaig.com. for any query that you might have related to your employment with the Company.

Sincerely,

For Tata AIG General Insurance Company Limited

Jitesh Bawa
Chief Human Resource Officer

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I, Manoj S have carefully gone through all the terms and conditions mentioned in this letter. I state and declare that I have fully understood the said terms and conditions and unequivocally hereby accept, agree and confirm the terms and conditions mentioned in the said offer letter.

Name: _____

Signature: _____

Date: _____

Sar utha ke jiyo!

Sar utha ke jiyo!

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Date: 23-09-2022

Subject: Offer of Employment

Dear Manzoor Ahmed Khan,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. **Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.**

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

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

Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022

Name: Manzoor Ahmed Khan

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaime: INR2,00,000 for self and dependents



Date: 29th November 2022

Name & Address: Manzoor Ahmed Khan, Bangalore

Dear Manzoor Ahmed Khan

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

Yours sincerely,

For Refinitiv India Shared Services Private Limited



OFFER LETTER

21-04-2023

Dear MANZOOR AHMED KHAN, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as an Sales Executive L-1 based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of INR 5,19,812/- per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

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OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.

TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give one (1) months' notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before the expiry of the notice period without any financial liability or commitment to allow him to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving One (1) Months' notice or salary in lieu of such notice. The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to the company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to the company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limited to a laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the

current or proposed business of the Group except on behalf of the Group, canvass or solicits business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;

B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest);

C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise;

E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period ("Existing Employee") to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;

F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment. G. approach, recruit or otherwise solicit Existing Employees to work for any other employer.

H. persuade any Person which is a vendor/consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.

I. The covenants in this Clause and the time and other limitations with respect thereto are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.

J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. ~~If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this~~ Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

K. Nothing herein contained shall affect the Employee's non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.



CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group or after the termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.

A. Without prejudice to the generality of the foregoing, the Employee shall:

a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.

b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use. c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.

C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.

D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.

F. In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.

Your date of Joining is 26-04-2023.

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

HR Team

NoBroker Technologies Solutions Pvt. Ltd.

Note - This is a system-generated letter and does not require a signature.

Acceptance:

I, MANZOOR AHMED KHAN, have read, understood, and accept this offer of employment, as set forth above.

Signature: _____ Date: _____

ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	2,04,000	17,000
HRA	81,600	6,800
Special Allowance	22,800	1,900
Employer PF	21,600	1,800
Fixed Pay	3,30,000	27,500
Performance Bonus	1,80,000	15,000
Gratuity	9,812	818
Total CTC	5,19,812	43,318

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

** Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-) & Income tax, if applicable.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.





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30th December 2022

Sub: Offer of employment by Pin Click

Dear Megharaj G.

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Property Advisor", with effect from 2nd January 2023.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at our **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its
4. potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
5. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
6. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days' notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
9. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

The details of your annual earnings are as Annexure A.

Page 1 of 4

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071.
Contact No. +91-8047-193000 website www.pinclick.com
CIN No.U70102KA2015PTC004563

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ANNEXURE A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name		Megharaj G
	Designation		Property Advisor
	Department		Sales
	Date of Joining		2 nd January 2023
	C & B CATEGORY		INR – Monthly INR – Annual
A	Fixed Compensation		
	Basic Salary		7,500 90,000
	House Rent Allowance		6,250 75,000
	Conveyance Allowance		800 9,600
	Medical Reimbursement		1,250 15,000
	Children Education Allowance ,		2,000 24,000
	Special Allowance		5,940 71,280
	Subtotal I / Gross Pay		23,740 2,84,880
B (A-B)	Professional tax		200 2,400
	PF Employer		900 10,800
	Net Salary		22,640 2,71,680
Benefits			
C	PF Employee		900 10,800
	Gratuity		360 4,320
	Sub-Total II		1,260 15,120
Total A + C	Cost to the Company		25,000 3,00,000
	Performance Enhanced Incentives		15,000* 1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android Phone & two-wheeler is mandatory with a valid driving license.</p> <p>*There will be 7 days of training period and an assessment then your payroll will start)</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed. We look forward to the opportunity of working with you at Pin Click

Manik Kinra

Founder & CEO

ANNEXURE B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Megharaj G	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	2 nd January 2023	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	SubTotal I / Gross Pay	26,589	3,19,068
B (A-B)	Professional tax	200	2,400
	PF Employer	1,008	12,096
	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Android phone & two-wheeler is mandatory with a valid driving license.</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click

Manik Kinra
Founder & CEO



LETTER OF INTENT

- A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his/ her KRA's.
- B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name: _____ Today's Date: _____

Signature: _____ Anticipated Start Date: _____



Tata AIG General Insurance Company Limited

Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 011
Tel. No. : 91 22 66990000
www.tataaig.com
IRDA Registration No : 108
CIN : L26511MH2002PLC128425

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Dated: 29-Dec-2022

Monika
The Oxford Educational Institutions

Subject: Provisional Offer Letter

Dear Monika,

We thank you for your interest in exploring career opportunities with Tata AIG General Insurance Company Limited (hereinafter referred as "Tata AIG").

With reference to the selection process, you had with us, we are pleased to offer you a Provisional appointment as Management Trainee at Tata AIG. As a part of Tata AIG's Campus Recruitment - ARSE program, your fixed compensation would be Rs.3,75,000 per annum. You will also be eligible for variable pay under the variable pay program of the Company applicable from time to time. All payments would be subject to prevailing tax laws and statutory deductions.

Your employment with the Company will be established after finalising all joining formalities as per company policy and this offer is contingent upon the successful completion of your degree. Post that you will be issued appointment letter providing details of your place of posting and department along with detailed terms and conditions of your employment with the Company.

We at Tata AIG are privileged to have you with us and look forward to launching your successful career with us.

Please signify acceptance of this offer by signing and returning this letter to us at CampusConnect@tataaig.com. You may get in touch with Harshita Kohar at CampusConnect@tataaig.com for any query that you might have related to your employment with the Company.

Sincerely,

For Tata AIG General Insurance Company Limited

Jitish Bawa
Chief Human Resource Officer

tataaig.com | think ahead



I, Monika have carefully gone through all the terms and conditions mentioned in this letter. I state and declare that I have fully understood the said terms and conditions and unequivocally hereby accept, agree and confirm the terms and conditions mentioned in the said offer letter.

Name: _____

Signature: _____

Date: _____

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31st Jan , 2023

To,
Ms. Mounika K R

SUB: OFFER LETTER

Dear Ms. Mounika K R,

With reference to your application and the subsequent interviews, we are pleased to offer you the post of **Management Trainee** in our Organization. The Management Trainee program will be of six months and on successful completion of MTs program you will be absorbed as company employee.

You will be required to undergo induction program at our Head Office, Turbhe, Navi Mumbai w.e.f 13th February 2023. During your MT tenure of six months, you will be eligible for monthly stipend amount INR 25000/-, which is inclusive of all allowances.

You will be placed in "BPO Operations department/function." and your place of posting will be Bangalore.

As discussed and mutually agreed we will provide the AC-2 cost for travel (to Mumbai and back to Bangalore) along with lodging and boarding at Mumbai for the induction training/period.

This offer is subject to submission of true certified photocopies of the following:

- Your updated resume
- Education certificates
- 2 Passport size photographs
- PAN card
- Aadhar card
- Address Proof (Rent agreement/ affidavit, in case address mentioned in Aadhar card is not of Bangalore)

Please ensure to get your attested documents for each of the above.

The detailed appointment letter will be issued to you upon joining our organization and on providing the requisite documents as mentioned above. The terms and conditions as mentioned in the appointment letter shall be considered as final in regards to your employment with us.

Post completion of induction program, you are requested to join our organization on or before **20th Feb 2023** failing which, this offer stands withdrawn.

We look forward to your joining our organization and wish you all the best in your career with us.

Thanking you,
Yours Sincerely,

For One Point One Solutions Ltd.,


Anis Begum

AGM-Human Resources

ONE POINT ONE SOLUTIONS LTD

(Formerly One Point One Solutions Pvt. Ltd.)

Corporate Office : C 42, TTC Industrial Area, MIDC, Village Pawane, Navi Mumbai 400 705, INDIA

T. 022 6607 3800 F. 022 6607 3889 CIN. U74900MH2008PLC162869 www.1point1.in

Mumbai . Gurgaon . Indore . Bangalore

Sar utha ke jyo!

Sar utha ke jyo!

35



Date: 23-09-2022

Subject: Offer of Employment

Dear Mounika K R,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited


Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022
Name: Mounika K R
Designation: Executive Trainee
Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaim: INR2,00,000 for self and dependents

Kotak Life Insurance Offer Letter

Date: 05-Jan-2023

From.
Kotak Life
Regional Office
Bangalore

To.
Mounika KR

Dear Mounika KR

Congratulations on being selected as **Management Trainee** with Kotak Life through the Management Trainee program at **L3 Grade**. You will join the program in the month of Aug 2023.

It is an exciting time to join Kotak Life when we are strengthening our capabilities to increase customer focus, digitization as well as digitalization. The Management Trainees will hence play an integral role in this journey.

Kotak Life stands for *Hum Hain Hamesha*. We mean it when we say we care for our employees. Our focus is to provide you with long-term career opportunities within the organization and within the Kotak Group. We are proud to inform you that 4 of our Executive Committee leaders out of 7 had joined Kotak Group as Management Trainees. It is time for you to begin your leadership journey with us as a Management Trainee.

We look forward to your **#CareersforLife**.

Your fixed compensation will be Rs. 3,50,000 per annum

Your offer and appointment letter will be shared with you upon your acceptance of this provisional offer.

Acceptance needs to be shared at the mentioned email id: Sunithkumar.murugan@kotak.com

Yours truly,

Kotak Mahindra Life Insurance Company Ltd.



Authorized Signatory

Kotak Mahindra Life Insurance Company Limited

CIN: UG6030MH2000PLC128503 | IRDAI Reg No : 107

Registered Office:

8th Floor,

Plot # C- 12,

G- Block, BKC, Bandra (E),

Mumbai - 400 051.

Corporate Office:

7th Floor, Kotak Infinity, Bldg. No. 21,

Infinity Park, Off W. E. Highway,

General AK Vaidya Marg, Malad (E),

Mumbai - 400 097, India.

T +91 22 6505 7777

F +91 22 6725 6166

<https://www.kotaklife.com>

 *Hum Hain... hamesha*

44



37

Date: 29th November 2022
Name & Address: Mounika KR, Bangalore

Dear Mounika KR.

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

Vinutha X
Yours sincerely,

For Refinitiv India Shared Services Private Limited

OFFER LETTER

20-04-2023

Dear NAVNIT ANAND, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as an **Sales Executive L-1** based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 4,46,408 /-** per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.

TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give one (1) months' notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving One (1) Months' notice or salary in lieu of such notice. The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to the company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to the company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limited to a laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the

current or proposed business of the Group except on behalf of the Group, canvass or solicits business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;

B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest);

C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise;

E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period ("Existing Employee") to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;

F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment. G. approach, recruit or otherwise solicit Existing Employees to work for any other employer.

H. persuade any Person which is a vendor/consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.

I. The covenants in this Clause and the time and other limitations with respect thereto are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.

J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. ~~If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this~~ Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

K. Nothing herein contained shall affect the Employee's non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group or after the termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.

A. Without prejudice to the generality of the foregoing, the Employee shall:

- a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.
- b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.
- c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.

C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.

D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.

F. In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.



NOBROKER.COM

NoBroker Technologies Solutions Pvt Ltd

6th Floor, Bren Mercury, Kojkondrahalli, Sarjapur Main Road, Bangalore - 560035

Mobile: +91 92417 00000 Email: support@nobroker.in

CIN No: U74900KA2014PTC077652

Your date of Joining is 26-04-2023.

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

HR Team

NoBroker Technologies Solutions Pvt. Ltd.

Note - This is a system-generated letter and does not require a signature.

Acceptance:

I, NAVNIT ANAND, have read, understood, and accept this offer of employment, as set forth above.

Signature: _____ Date: _____

ANNEXURE**Remuneration Structure (In INR)**

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	2,04,000	17,000
HRA	14,003	1,167
Advanced Statutory Bonus	16,993	1,416
Employer PF	21,600	1,800
Fixed Pay	2,56,596	21,383
Performance Bonus	1,80,000	15,000
Gratuity	9,812	818
Total CTC	4,46,408	37,201

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

** Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-) & Income tax, if applicable.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.



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39



- 99%
- Compose
- Mail
- Inbox 4,162
- Starred
- Snooked
- Sent
- Drafts 49
- More

Labels

- General Aeronautics - 2...
- Training Proposals 2021 ...
- More

Thanks for the information. we will inform students to attend the interview on 25/01/2023.

Thanks and regards



Prof. Bheemeswara Reddy V
 Head | Corporate Relations,
 The Oxford Educational Institutions

M: 9035806160
 M: 9606083985
 E: hodplacements@theoxford.edu

www.theoxford.edu

10th Milestone, Hosur Rd, Bommanahalli, Bengaluru, Karnataka 560068

"Coming together is a beginning. Keeping together is progress. Working together is success."
 Henry Ford



Vinay Kumar. N <Vinaykumar.N@unimechaerospace.com>
 to Nabarita, me

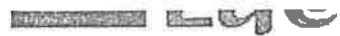
Hello,

Greetings!

We would like to congratulate the selected students Mr. Pawan Kumar and Mr. Ritesh Kumar Singh for the internship. candidate will be paid Rs.20,000/- + Rs.4,000/- expenses monthly. Once, the internship is completed depending on the perfo

The internship will be a full time internship and the candidate will be working for the marketing and sales as a relatic
 2 PASSPORT SIZE PHOTOGRAPHS without fail.

The Oxford Educational Institutions . <hodplacements@theoxford.edu>


Sar utha ke jayo!


Sar utha ke jayo!

110



Date: 23-09-2022

Subject: Offer of Employment

Dear Payal M,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022

Name: Payal M

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaim: INR2,00,000 for self and dependents



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Date: 29th November 2022
Name & Address: Payal M, Bangalore
Dear Payal M

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.


Yours sincerely, - 29/11/22

For Refinitiv India Shared Services Private Limited

Sar utha ke jyo!

Sar utha ke jyo!

42



Date: 23-09-2022

Subject: Offer of Employment

Dear Poorniman K,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. **Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.**

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

A handwritten signature in black ink, appearing to read "Sushil Chander".

Sushil Chander
Vice President – Human Resources

Annexure 1

Date: 23-09-2022
 Name: Poorniman K
 Designation: Executive Trainee
 Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
 Mediclaim: INR2,00,000 for self and dependents

Sar utha ke jyo!

Sar utha ke jyo!

43



Date: 23-09-2022

Subject: Offer of Employment

Dear Prakruthi S P,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. **Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.**

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

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

Sushil Chander
Vice President – Human Resources

✓

Annexure 1

Date: 23-09-2022

Name: Prakruthi S P

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
 Mediclaim: INR2,00,000 for self and dependents

44

30 December 2022

Sub : Letter of Offer and Appointment

Dear **Prarthana Shastry,**

Intrforte Pvt Ltd. is pleased to offer to you 3 Months Training as **Business Development Trainee** "At will basis" which can be extended.

Your date of commencement of employment will be 02-01-23 and will be based in **Bengaluru.**

Your annual package and terms and conditions of employment are mentioned herein.

Best Regards,




Spandan Suresh
Chief Operating Officer

Stipend: INR 18000 Per Month + INR 25000 as incentives (Subject to statutory deductions)
Target: 125000 INR per month.

Training Period : 02 January 23 to 05 January 23

Start date : 06 January 23

End date : 06 April 23

- During the internship you, will not receive any of the employee benefits that regular employees receive.
 - During the internship, the company will have all the rights to terminate your services without offering any reason.
 - During your training period, you will not receive stipend. Post training period, you will begin to receive your stipend.
 - At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 15 days stipend.
 - All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
 - Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
 - You will observe all policies and practices governing the conduct of our business and employees.
 - Official communication either within the company or outside the company should be through the company Email of your manager only.
 - Post successful completion of the internship, the candidate will be prone to performance based pre-placement offers by the company
 - Your fixed net stipend depends upon your successful completion of your target.
 - Upon reaching the minimum assigned target of 35 Registrations, for every registration achieved henceforth, you would be entitled to a PBI of INR 500 for every Registration with completed pending payment by lead and INR 200 for every Registration with only Pre-Registration amount paid .
- 
- A decorative graphic at the bottom right of the page, consisting of several overlapping, shaded rectangular blocks in various shades of gray, creating a modern, geometric design.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with IntrnForte, and will report on or before **02 January 2023**.

SIGNATURE:

A handwritten signature in black ink, appearing to read "I. V. ...", with a checkmark and the number "18" written above it.

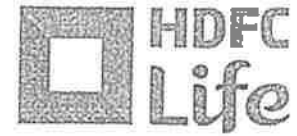
DATE:

31-12-2022

— — — — —
Sar utha ke jyo!

— — — — —
Sar utha ke jyo!

45



Date: 23-09-2022

Subject: Offer of Employment

Dear Preetham R,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of:On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

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

Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022

Name: Preetham R

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaim: INR2,00,000 for self and dependents



LSEG

296

Date: 29th November 2022

Name & Address: Preetham R, Bangalore

Dear Preetham R

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.


Please note that this LOI is not deemed to be considered for purpose of joining Company.


Thank you for interest and stay tuned to hear from us.

Yours sincerely,

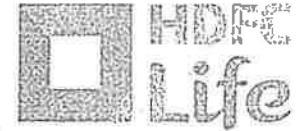
For Refinitiv India Shared Services Private Limited

54


Sar utha ke jyo!


Sar utha ke jyo!

47



Date: 23-09-2022

Subject: Offer of Employment

Dear Rachana Shree K S,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022

Name: Rachana Shree K S

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclam: INR2,00,000 for self and dependents



48

Date: 29th November 2022
Name & Address: Rachana Shree K.S, Bangalore

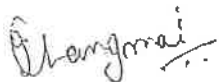
Dear Rachana Shree K-S

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.


Please note that this LOI is not deemed to be considered for purpose of joining Company.


Thank you for interest and stay tuned to hear from us.



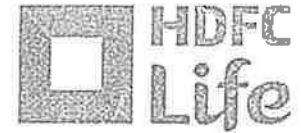
Yours sincerely,

For Refinitiv India Shared Services Private Limited


Sar utha ke jiyo!


Sar utha ke jiyo!

49



Date: 23-09-2022

Subject: Offer of Employment

Dear Rakshitha M C,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

A handwritten signature in cursive script, appearing to read "Sushil".

Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022
Name: Rakshitha M C
Designation: Executive Trainee
Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaime: INR2,00,000 for self and dependents

30 December 2022

Sub : Letter of Offer and Appointment

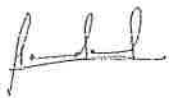
Dear **Ramya**,

Intrforte Pvt Ltd. is pleased to offer to you 3 Months Training as **Business Development Trainee** "At will basis" which can be extended.

Your date of commencement of employment will be **02-01-23** and will be based in **Bengaluru**.

Your annual package and terms and conditions of employment are mentioned herein.


Best Regards,



Spandan Suresh
Chief Operating Officer

Stipend: INR 18000 Per Month + INR 25000 as incentives (Subject to statutory deductions)
Target: 125000 INR per month.

Training Period : 02 January 23 to 05 January 23
Start date : 06 January 23
End date : 06 April 23

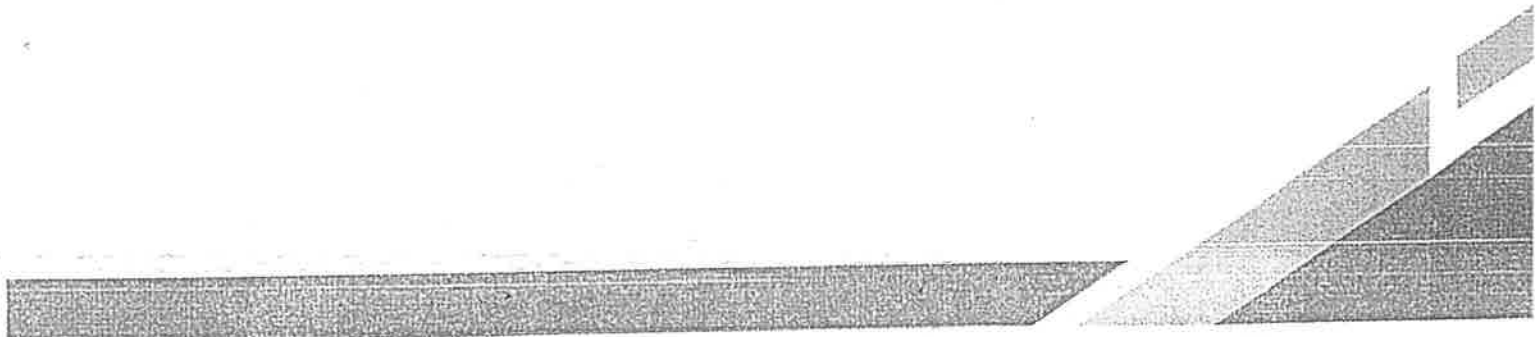
- During the internship you, will not receive any of the employee benefits that regular employees receive.
 - During the internship, the company will have all the rights to terminate your services without offering any reason.
 - During your training period, you will not receive stipend. Post training period, you will begin to receive your stipend.
 - At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 15 days stipend.
 - All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
 - Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
 - You will observe all policies and practices governing the conduct of our business and employees.
 - Official communication either within the company or outside the company should be through the company Email of your manager only.
 - Post successful completion of the internship, the candidate will be prone to performance based pre-placement offers by the company
 - Your fixed net stipend depends upon your successful completion of your target.
 - Upon reaching the minimum assigned target of 35 Registrations, for every registration achieved henceforth, you would be entitled to a PBI of INR 500 for every Registration with completed pending payment by lead and INR 200 for every Registration with only Pre-Registration amount paid .
- 
- A decorative graphic at the bottom right of the page, consisting of several overlapping, semi-transparent rectangular blocks in shades of gray, creating a modern, geometric design.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with IntrnForte, and will report on or before **02 January 2023**.

SIGNATURE: Rameya

DATE: 31/12/2022





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23rd December 2022

Sub: Offer of employment by Pin Click

Dear Raviteja BC,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Property Advisor", with effect from 26th December 2022.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at our Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its
4. potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
5. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
6. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days' notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
9. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Page 1 of 4

Pin Click Property Management Pvt Ltd

No 94 Anar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071.
Contact No : +91-8047-193000 website :www.pinclick.com
CIN No. U70102KA2015PTC004563

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The details of your annual earnings are as Annexure A.

ANNEXURE A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Raviteja BC	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	26 th December 2022	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B (A-B)	Professional tax	200	2,400
	PF Employer	900	10,800
	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub-Total II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
#NOTE: Performance Enhanced Incentives is Target Based and will be paid based on your sales achievement			
* The Offer/ Salary is Subjective to Completion of Training			
* Android Phone & two-wheeler is mandatory with a valid driving license.			
* There will be 7 days of training period and an assessment then your payroll will start)			
* The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill			
Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed. We look forward to the opportunity of working with you at Pin Click

Manik Kinra

Founder & CEO

ANNEXURE B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Raviteja BC	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	26 th December 2022	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	SubTotal I / Gross Pay	26,589	3,19,068
B (A-B)	Professional tax	200	2,400
	PF Employer	1,008	12,096
	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary is Subjective to Completion of Training</p> <p>* Android phone & two-wheeler is mandatory with a valid driving license.</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click

Manik Kinra
Founder & CEO



LETTER OF INTENT

- A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his/ her KRA's.
- B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name: _____ Today's Date: _____

Signature: _____ Anticipated Start Date: _____

UNIMECH HEALTHCARE PRIVATE LIMITED

538, 539, 542 & 543, 7th Main IV Phase, Peenya Industrial Area, Bangalore, Bangalore, Karnataka,

560058 Mobile: +91 - 6365 774 277 E-mail: sales@unimechhealthcare.com

Offer Letter

Date: 03/02/2023
Name: Ritesh Kumar
Place: BANGALORE

Sub: Employment Offer with Unimech Healthcare Private Limited

Dear Ritesh Kumar,

On behalf of Unimech Healthcare Private Limited, I am pleased to offer you employment as a Trainee **Relationship Executive**. The position is based at Bangalore. You will be attending internship from 6th Feb, 2023. Once, the internship is completed depending on the performance of the company will be taking you for the permanent job role.

This offer is contingent on our candidature reference and background check.

Start Date and Salary

As per our discussion and mutual understanding, you will commence employment with Unimech Healthcare Private Limited on 03/02/2023, you will be paid Rs.20,000/- + Rs.4000/- expenses monthly.

Probation Period

You will be on probation period for the first six (6) months, from the date of your joining Unimech Healthcare Private Limited, and will remain so, till you receive any further communication from Management in writing. Your probation shall be confirmed only on the satisfactory performance during your 6 months' probation, assessed by your respective department and HR. During the probation period or of the extended period of probation, your services can be terminated without assigning any reason by giving one month's notice or salary in lieu of the notice. The Management has the liberty to terminate your employment without assigning any reason during the probation period.

Documents to be submitted

Upon accepting this offer and prior to your start date with Unimech Healthcare, you are required to submit additional documentation w.r.t your education, prior work experience, and proof of identity. As outlined in employee documents.

Working Hours

Your normal working hours are from 08.30 A.M to 06.00 PM, Monday to Saturday inclusive of a 30 mins lunch break.

Leave Entitlements

You will be entitled to 11 Public Holidays, 5 Sick Leaves, and 18 Earned Leaves (After completion of 260 working days) per year. You must comply with the



UNIMECH HEALTHCARE PRIVATE LIMITED

538, 539, 542 & 543, 7th Main IV Phase, Peenya Industrial Area, Bangalore, Bangalore, Karnataka,

560058 Mobile: +91 - 6366 774 277 E-mail: sales@unimechhealthcare.com

Company's rules and regulations for all leaves. Your direct line Manager, prior to any such leave, must agree to the dates of this annual leave. All the above leaves will be prorated.

Termination

Your employment with the Company may be terminated:

a) Upon confirmation by either party giving not less than 45 days of written notice or salary in lieu of written notice. HR holds the sole right to reduce the notice and accept salary in lieu of the notice whichever is in favor of the company. The decision taken by HR would be ultimate and cannot be contested.

b) Notwithstanding the above, the Company, shall be entitled, without notice, to terminate your employment if you are found guilty of any gross misconduct, breaches

of any of the terms of this contract (including but not limited to any serious or repeated breach of the terms of your employment or insubordination), dishonesty, or any other act which is deemed prejudicial to the interests of the Company in the reasonable opinion of the Directors of the Company, or which may injure the reputation of the Company.

c) Upon termination or cessation of employment (for any reason), you should immediately return all Company's property to the Company. You will remain obligated to comply with obligations that survive your termination or cessation of employment, including confidentiality and other obligations.

Non-Disclosure Agreement

The employee, without the prior written consent of the Company, shall not disclose or divulge to any third party, during his/her employment or after termination of employment with the Company, either verbally, in writing or any other manner whatsoever, any information or trade secrets or intellectual property which are received, obtained and/or exchanged during the overseas

'sp
the normal course of the employee's employment either overseas or in India.

UNIMECH HEALTHCARE PRIVATE LIMITED

538, 539, 542 & 543, 7th Main IV Phase, Peenya Industrial Area, Bangalore, Bangalore. Karnataka,
, 560058 Mobile: +91 - 6366 774 277 E-mail: sales@unimechhealthcare.com

Please sign and return each page of the duplicate copy of this Letter and the accompanying Appendices to the undersigned within 7 days from the date of this letter to signify your acceptance of the terms and conditions of employment. If we do not receive the signed above-mentioned documents within the stipulated period, this offer of employment will automatically lapse and become void.

Should you have any queries or require any clarification of any points, please do not hesitate to contact the HR Team.

For Unimech Healthcare Private Limited

Nabanita Manna

07-02-2023

Authorized Signatory

Date

Mrs. Nabanita Manna

Name

**UNIMECH HEALTHCARE PRIVATE LIMITED**

538, 539, 542 & 543, 7th Main IV Phase, Peenya Industrial Area, Bangalore, Bangalore, Karnataka,
. 560058 Mobile: +91 - 6366 774 277 E-mail: sales@unimechhealthcare.com

ACCEPTANCE

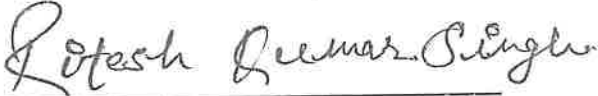
I have read, understood, and accept the terms and conditions of the above Offer Letter including the compensation package relating to my services and employment with **Unimech Healthcare Private Limited**



Employee Signature

10/02/28

Date



Employee Name

Kotak Life Insurance Offer Letter

Date: 05-Jan-2023

From.
Kotak Life
Regional Office
Bangalore

To.
Sachinkumar N

Dear Sachinkumar N

Congratulations on being selected as **Management Trainee** with Kotak Life through the Management Trainee program at **L3 Grade**. You will join the program in the month of Aug 2023.

It is an exciting time to join Kotak Life when we are strengthening our capabilities to increase customer focus, digitization as well as digitalization. The Management Trainees will hence play an integral role in this journey.

Kotak Life stands for *Hum Hain Hamesha*. We mean it when we say we care for our employees. Our focus is to provide you with long-term career opportunities within the organization and within the Kotak Group. We are proud to inform you that 4 of our Executive Committee leaders out of 7 had joined Kotak Group as Management Trainees. It is time for you to begin your leadership journey with us as a Management Trainee.

We look forward to your **#CareersforLife**.


Your fixed compensation will be Rs. **3,50,000** per annum

Your offer and appointment letter will be shared with you upon your acceptance of this provisional offer.

Acceptance needs to be shared at the mentioned email id: Sachinkumar.marugan@kotak.com

Yours truly,

Kotak Mahindra Life Insurance Company Ltd.



05/01/23

Authorized Signatory

45

54

02nd Jan, 2023

To,
Ms. Saima zainab khan

SUB: OFFER LETTER

Dear Ms. Saima zainab khan,

With reference to your application and the subsequent interviews, we are pleased to offer you the post of Management Trainee in our Organization. The Management Trainee program will be of six months and on successful completion of MTs program you will be absorbed as company employee.

You will be required to undergo induction program at our Head Office, Turbhe, Navi Mumbai w.e.f 13th February 2023. During your MT tenure of six months, you will be eligible for monthly stipend amount INR 25000/-, which is inclusive of all allowances.

You will be placed in "BPO Operations department/function." and your place of posting will be Bangalore.

As discussed and mutually agreed we will provide the AC-2 cost for travel (to Mumbai and back to Bangalore) along with lodging and boarding at Mumbai for the induction training/period.

This offer is subject to submission of true certified photocopies of the following:

- Your updated resume
- Education certificates
- 2 Passport size photographs
- PAN card
- Aadhar card
- Address Proof (Rent agreement/ affidavit, in case address mentioned in Aadhar card is not of Bangalore)

Please ensure to get your attested documents for each of the above.


The detailed appointment letter will be issued to you upon joining our organization and on providing the requisite documents as mentioned above. The terms and conditions as mentioned in the appointment letter shall be considered as final in regards to your employment with us.

Post completion of induction program, you are requested to join our organization on or before 20th Feb 2023 failing which, this offer stands withdrawn.

We look forward to your joining our organization and wish you all the best in your career with us.


Thanking you,
Yours Sincerely,


For One Point One Solutions Ltd.,


Aina Begum
AGM-Human Resources

ONE POINT ONE SOLUTIONS LTD
(Formerly One Point One Solutions Pvt. Ltd.)

Corporate Office : C-42, TTC Industrial Area, MIDC, Village Pawane, Navi Mumbai 400 705, INDIA
T. 022 6607 3900 F. 022 6687 3889 CIN. U74900MH2000PLC102969 www.1point1.in
Mumbai . Gurgaon . Indore . Bangalore


Sar utha ke jiyo!


Sar utha ke jiyo!

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Date: 23-09-2022

Subject: Offer of Employment

Dear Saima Zainab Khan,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. **Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.**

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources

30 December 2022

Sub : Letter of Offer and Appointment

Dear **Samikshaa R,**

Intrforte Pvt Ltd. is pleased to offer to you 3 Months Training as **Business Development Trainee** "At will basis" which can be extended.

Your date of commencement of employment will be **02-01-23** and will be based in **Bengaluru**.

Your annual package and terms and conditions of employment are mentioned herein.

Best Regards,



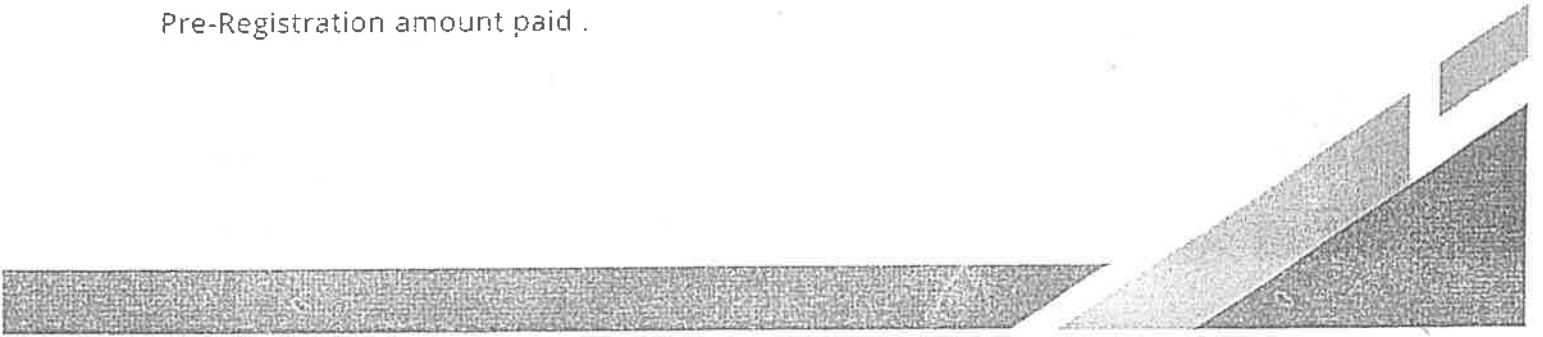
Spandan Suresh
Chief Operating Officer

Stipend: INR 18000 Per Month + INR 25000 as incentives (Subject to statutory deductions)
Target: 125000 INR per month.

Training Period : 02 January 23 to 05 January 23

Start date : 06 January 23

End date : 06 April 23

- During the internship you, will not receive any of the employee benefits that regular employees receive.
 - During the internship, the company will have all the rights to terminate your services without offering any reason.
 - During your training period, you will not receive stipend. Post training period, you will begin to receive your stipend.
 - At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 15 days stipend.
 - All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
 - Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
 - You will observe all policies and practices governing the conduct of our business and employees.
 - Official communication either within the company or outside the company should be ~~through the company Email of your manager only.~~
 - Post successful completion of the internship, the candidate will be prone to performance based pre-placement offers by the company
 - Your fixed net stipend depends upon your successful completion of your target.
 - Upon reaching the minimum assigned target of **35 Registrations**, for every registration achieved henceforth, you would be entitled to a **PBI of INR 500** for every Registration with completed pending payment by lead and INR 200 for every Registration with only Pre-Registration amount paid .
- 
- A decorative graphic at the bottom of the page consisting of several overlapping, shaded geometric shapes in shades of gray, creating a modern, abstract design.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with IntrnForte, and will report on or before **02 January 2023**.

SIGNATURE: _____

DATE: 31/12/22

23rd December 2022

Sub: Offer of employment by Pin Click

Dear **Sathish S**,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Property Advisor", with effect from 26th December 2022.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at our **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its
4. potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
5. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
6. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days' notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
9. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

The details of your annual earnings are as Annexure A.

ANNEXURE A

COMPENSATION & BENEFITS STATEMENT - PIN CLICK			
Employee Details	Name	Sathish S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	26 th December 2022	
	C & B CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B (A-B)	Professional tax	200	2,400
	PF Employer	900	10,800
	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub-Total II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary is Subjective to Completion of Training</p> <p>* Android Phone & two-wheeler is mandatory with a valid driving license.</p> <p>* There will be 7 days of training period and an assessment then your payroll will start)</p> <p>* The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed. We look forward to the opportunity of working with you at Pin Click

Manik Kinra

Founder & CEO

ANNEXURE B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK				
Employee Details	Name		Sathish S	
	Designation		Property Advisor	
	Department		Sales	
	Date of Joining		26th December 2022	
C & B CATEGORY		INR - Monthly	INR – Annual	
A	Fixed Compensation			
	Basic Salary		8,400	1,00,800
	House Rent Allowance		7,000	84,000
	Conveyance Allowance		800	9,600
	Medical Reimbursement		1,250	15,000
	Children Education Allowance		2,000	24,000
	Special Allowance		7,139	85,668
SubTotal I / Gross Pay		26,589	3,19,068	
B (A-B)	Professional tax		200	2,400
	PF Employer		1,008	12,096
	Net Salary		25,381	3,04,572
Benefits				
C	PF Employee		1,008	12,096
	Gratuity		403	4,836
	SubTotal II		1,411	16,932
Total A + C	Cost to the Company		28,000	3,36,000
	Performance Enhanced Incentives		15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Android phone & two-wheeler is mandatory with a valid driving license.</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>				

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click

Manik Kinra
Founder & CEO



LETTER OF INTENT

- A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his/ her KRA's.
- B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name: _____ Today's Date: _____

Signature: _____ Anticipated Start Date: _____



LETTER OF OFFER

Dear Shaista,

Congratulations! We are pleased to confirm that you have been selected to work for Jaisan IT Solutions LTD. We are delighted to make you the following job offer:

The position we are offering you is that of Talent Acquisition Executive with an annual cost to the company of 2,40,000. This position reports to *Senorita Mercy*.

We would like you to start work on **01-12-2022**. Please report to Sri Rupa Devi for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by **01-12-2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Jaisan IT Solutions LTD and look forward to working with you.

Sincerely,

Senorita Mercy

Lead IT recruiter



LETTER OF OFFER

Dear Shalini,

Congratulations! We are pleased to confirm that you have been selected to work for Jaisan IT Solutions LTD. We are delighted to make you the following job offer:

The position we are offering you is that of **Talent Acquisition Executive** with an annual cost to the company of 2,40,000. This position reports to *Senorita Mercy*.

We would like you to start work on **01-12-2022**. Please report to Sri Rupa Devi for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by **01-12-2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Jaisan IT Solutions LTD and look forward to working with you.

Sincerely,

Senorita Mercy

Lead IT recruiter

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LSEG

Refinitiv India Shared Services Private Limited

07 April 2023
Shalini N
#20/1 4th cross, 100 feet ring road
Srinivagilu, Bangalore, 560047

Dear Shalini N,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, a part of LSEG, London Stock Exchange Group.

This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,

Laura Thurston
Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions

One World Centre, 12th Floor, Tower 1, 841 Senapati Bapat Marg, Mumbai 400 013, Maharashtra, India, Phone: +91 22 6180 7001, Fax: +91 22 6180 7700, CIN: U72200MH2018FTC309675.

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LSEG

Refinitiv India Shared Services Private Limited

- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 07 April 2023

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senapati Bapat Marg, Mumbai 400 013, Maharashtra, India (the "Company"); and

(2) Shalini N, #20/1 4th cross, 100 feet ring road #20/1 4th cross, 100 feet ring road, Srinivagilu, Bangalore Srinivagilu, Bangalore, 560047560047 (the "Employee")

Name Shalini N

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group (LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

~~(b) that directly or indirectly controls the Company; or~~

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) or more of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

One World Centre, 12th Floor, Tower 1, 841 Senapati Bapat Marg, Mumbai 400 013, Maharashtra, India, Phone: +91 22 6180 7001, Fax: +91 22 6180 7700, CIN: U72200MH2018FTC309675



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Refinitiv India Shared Services Private Limited

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

Divyasree Technopolis, 36/2 & 124, Yamalur Village, Varthur Hobli, Off HAL Airport Road, Bengaluru, India, 560037.

You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role.

Start Date

Your employment will commence on 19 April 2023(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required.

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Gross Base Salary will be INR ₹350,000.00 per annum and is inclusive of your Basic salary of INR ₹195,600.00 per year, Employer's contribution towards Provident Fund of INR ₹23,472.00 per year, Flexi Benefit Plan of INR ₹130,928.00 per year respectively (less tax and statutory deductions) (the "Salary").



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Refinitiv India Shared Services Private Limited

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Discretionary Bonus

You will be eligible to participate in the Bonus/Annual Incentive Plan (AIP) subject to its terms and conditions. Your annual incentive compensation target for this plan will be 5.0% of your pro-rated Salary. Your bonus opportunity will range between 0% and a maximum of 200% of your annual incentive compensation target. The terms and conditions of the Bonus/AIP and the payments made are subject to the plan rules and may be varied from time to time by the Company in its absolute discretion.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice or such lesser period of notice which applies during your Probationary Period.

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and



LSEG

Refinitiv India Shared Services Private Limited

procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.

You consent to and acknowledge and understand that the Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice provided to you by the Company, as may be updated by Company from time to time.

You acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers and payroll and expenses administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.



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Refinitiv India Shared Services Private Limited

In accepting and signing the Agreement, you confirm that all the information you have provided to the Company in connection with this offer is true and not misleading, and you agree to notify the Company promptly of any change in that information.

Sincerely,

Laura Thurston
Group Head of Global Talent Acquisition & WFP
On behalf of the company


I Shalini N accept the terms of the Agreement with Refinitiv India Shared Services Private Limited and confirm receipt of the enclosed documents.


Shalini

Signed:

Shalini N

Date: 17/4/2023


Sar utha ke jiyo!


Sar utha ke jiyo!

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Date: 23-09-2022

Subject: Offer of Employment

Dear Shilpa S,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022

Name: Shilpa S

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaim: INR2,00,000 for self and dependents

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LETTER OF OFFER

Dear Shalini,

Congratulations! We are pleased to confirm that you have been selected to work for Jaisan IT Solutions LTD. We are delighted to make you the following job offer:

The position we are offering you is that of **Talent Acquisition Executive** with an annual cost to the company of 2,40,000. This position reports to *Senorita Mercy*.

We would like you to start work on **01-12-2022**. Please report to **Sri Rupa Devi** for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by **01-12-2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Jaisan IT Solutions LTD and look forward to working with you.

Sincerely,

Senorita Mercy

Lead IT recruiter

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LETTER OF OFFER

Dear Shilpa,

Congratulations! We are pleased to confirm that you have been selected to work for Jaisan IT Solutions LTD. We are delighted to make you the following job offer:

The position we are offering you is that of Talent Acquisition Executive with an annual cost to the company of 2,40,000. This position reports to *Senorita Mercy*.

We would like you to start work on **01-12-2022**. Please report to Sri Rupa Devi for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by **22-11-2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Jaisan IT Solutions LTD and look forward to working with you.

Sincerely,

Senorita Mercy

Lead IT recruiter



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Date: 29th November 2022
Name & Address: Shilpa S, Bangalore

Dear Shilpa S

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

Yours sincerely,

For Refinitiv India Shared Services Private Limited

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OL No: AM1940**Date : 30 March 2023**Dear **Sowjanya M**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023Training Period : **19 April 2023 to 28 April 2023**On the Job Training Start Date: **29 April 2023**On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000 Per Month**Incentives : **INR 12000**Target: **280000 INR per month.**

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with **Academor**, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

 **Academor**



LSEG

ba

65

Date: 29th November 2022

Name & Address: Sreelakshmi C.V., Bangalore

Dear Sreelakshmi C.V

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

Ninutha V
Yours sincerely,

For Refinitiv India Shared Services Private Limited

Sar utha ke jiyo!

Sar utha ke jiyo!

66



Date: 23-09-2022

Subject: Offer of Employment

Dear Sreelakshmi C.V,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. **Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.**

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

A handwritten signature in cursive script, appearing to read "Sushil".

Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022

Name: Sreelakshmi C.V


Designation: Executive Trainee


Band: J2

GTC:STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclam: INR2,00,000 for self and dependents


Sar utha ke jiyo!


Sar utha ke jiyo!

67



Date: 23-09-2022

Subject: Offer of Employment

Dear Sumith S,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. **Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.**

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources



68

Date: 29th November 2022

Name & Address: Sumith S, Bangalore

Dear Sumith S, Bangalore

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

Vinetha N
Yours sincerely,

For Refinitiv India Shared Services Private Limited

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OL No: AM1939

Date : 30 March 2023

Dear **Supritha D**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : **19 April 2023 to 28 April 2023**

On the Job Training Start Date: **29 April 2023**

On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000 Per Month**

Incentives : **INR 12000**

Target: **280000 INR per month.**

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with **Academor**, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)





LSEG

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70

Date: 29th November 2022
Name & Address: Supritha SK, Bangalore

Dear, Supritha SK

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.


Yours sincerely, 29/11/22

For Refinitiv India Shared Services Private Limited

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Sar utha ke jyo!

Sar utha ke jyo!

71



Date: 23-09-2022

Subject: Offer of Employment

Dear Supriya G,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure 1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

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

Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022

Name: Supriya G

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaim: INR2,00,000 for self and dependents



Date: 29th November 2022
Name & Address: Yaheer Ahmed, Bangalore

Dear Yaheer Ahmed,

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

Yours sincerely,

For Refinitiv India Shared Services Private Limited

— — — — —
Sar utha ke jyo!

— — — — —
Sar utha ke jyo!

524

74



Date: 23-09-2022

Subject: Offer of Employment

Dear Taheerahmed,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources

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Annexure 1

Date: 23-09-2022

Name: Taheerahmed

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclam: INR2,00,000 for self and dependents

30 December 2022

Sub : Letter of Offer and Appointment

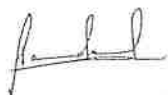
Dear **Swetha Chowdary,**

Intrforte Pvt Ltd. is pleased to offer to you 3 Months Training as **Business Development Trainee** "At will basis" which can be extended.

Your date of commencement of employment will be **02-01-23** and will be based in **Bengaluru.**

Your annual package and terms and conditions of employment are mentioned herein.

Best Regards,



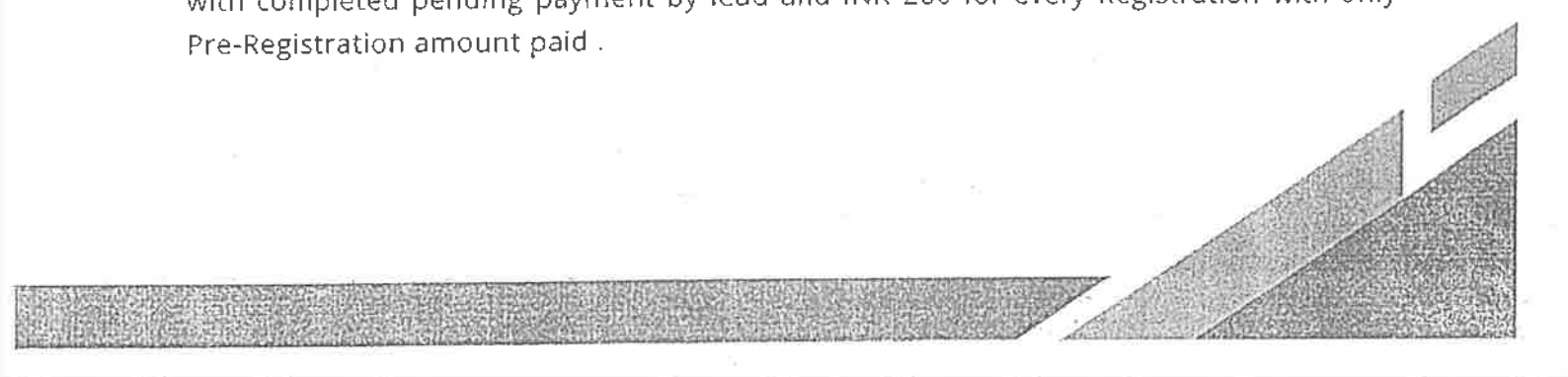
Spandan Suresh
Chief Operating Officer

Stipend: INR 18000 Per Month + INR 25000 as incentives (Subject to statutory deductions)
Target: 125000 INR per month.

Training Period : 02 January 23 to 05 January 23

Start date : 06 January 23

End date : 06 April 23

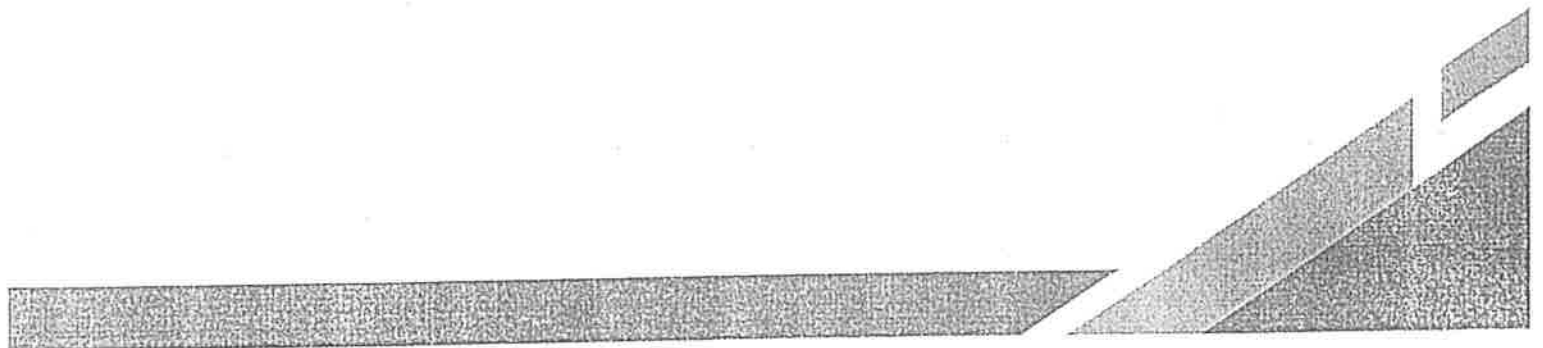
- During the internship you, will not receive any of the employee benefits that regular employees receive.
 - During the internship, the company will have all the rights to terminate your services without offering any reason.
 - During your training period, you will not receive stipend. Post training period, you will begin to receive your stipend.
 - At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 15 days stipend.
 - All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
 - Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
 - You will observe all policies and practices governing the conduct of our business and employees.
 - Official communication either within the company or outside the company should be through the company. ~~Email of your manager only~~
-
- Post successful completion of the internship, the candidate will be prone to performance based pre-placement offers by the company
 - Your fixed net stipend depends upon your successful completion of your target.
 - Upon reaching the minimum assigned target of **35 Registrations**, for every registration achieved henceforth, you would be entitled to a **PBI of INR 500** for every Registration with completed pending payment by lead and INR 200 for every Registration with only Pre-Registration amount paid .
- 
- A decorative graphic at the bottom right of the page, consisting of several overlapping, shaded rectangular blocks of varying sizes and orientations, creating a modern, geometric design.

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


I have read and understood the above terms and conditions and I accept this offer, as set forth above, with IntrnForte, and will report on or before **02 January 2023**.

SIGNATURE: Smeltha

DATE: 02/01/2023




Sar utha ke jiyo!


Sar utha ke jiyo!



Date: 23-09-2022

Subject: Offer of Employment

Dear Touheed Ahmed S,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited



Sushil Chander
Vice President – Human Resources



Annexure 1

Date: 23-09-2022

Name: Touheed Ahmed S

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaime: INR2,00,000 for self and dependents

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Refinitiv India Shared Services Private Limited

07 April 2023
Touheed Ahmed S
A005, My nest apartment, Electronic city
Bangalore, 560105

Dear Touheed Ahmed S ,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, a part of LSEG, London Stock Exchange Group.

This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,

Laura Thurston
Group Head of Global Talent Acquisition & WFP

Encl

- Summary of Key Terms
- Detailed Terms & Conditions

One World Centre, 12th Floor, Tower 1, 841 Senapati Bapat Marg, Mumbai 400 013, Maharashtra, India, Phone: +91 22 6180 7001, Fax: +91 22 6180 7700, CIN: U72200MH2018FTC309675.

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LSEG

Refinitiv India Shared Services Private Limited

- Benefits Summary
- Data Privacy Policy

Summary of Key Terms

THIS AGREEMENT is made on 07 April 2023

BETWEEN

(1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th floor, Tower 1, 841 Senapati Bapat Marg, Mumbai 400 013, Maharashtra, India (the "Company"); and

(2) Touheed Ahmed S, A005, My nest apartment, Electronic city A005, My nest apartment, Electronic city, Bangalore Bangalore, 560105560105 (the "Employee")

Name Touheed Ahmed S

Employing Company Refinitiv India Shared Services Private Limited

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"Group Company" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group (LSEG) or the Company and any firm, company, corporate or other entity or organisation:

(a) that is directly or indirectly controlled by the Company, or

~~(b) that directly or indirectly controls the Company, or~~

(c) that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or

(d) in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) or more of that company's issued ordinary share capital.

"Subsidiary and Holding Company" in relation to a company mean "subsidiary" and "holding company" as defined in section 1159 of the Companies Act 2006.

One World Centre, 12th Floor, Tower 1, 841 Senapati Bapat Marg, Mumbai 400 013, Maharashtra, India, Phone: +91 22 6180 7001, Fax: +91 22 6180 7700, CIN: U72200MH2018FTC309675.



Refinitiv India Shared Services Private Limited

Position and Function

Your role will be Associate Content Analyst , Division: Operations.

Place of Work

Divyasree Technopolis, 36/2 & 124, Yamalur Village, Varthur Hobli, Off HAL Airport Road, Bengaluru, India, 560037.
You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role.

Start Date

Your employment will commence on 17 April 2023(the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required.

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date. Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

Probation Period

Your employment is subject to a Probationary Period of 6 months or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party 30 days written notice.

Hours of Work

You will work a minimum of 40, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift Policy for more details.

Salary

Your Gross Base Salary will be INR ₹350,000.00 per annum and is inclusive of your Basic salary of INR ₹195,600.00 per year, Employer's contribution towards Provident Fund of INR ₹23,472.00 per year, Flexi Benefit Plan of INR ₹130,928.00 per year respectively (less tax and statutory deductions) (the "Salary").



LSEG

Refinitiv India Shared Services Private Limited

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

Quarterly Incentive Plan

You will be eligible to participate in the Quarterly Incentive Plan subject to its terms and conditions. The terms and conditions of the plan and the payments made thereunder may be varied from time to time by the Company in its absolute discretion as per the matrix which will be shared by your line manager on a quarterly basis.

Annual Leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

Notice Period

Either you or the Company may terminate your employment by giving the other party at least 60 days written notice or such lesser period of notice which applies during your Probationary Period.

Confidentiality

It is important that you recognize that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

Data Privacy

You will comply with all Company policies and procedures relating to data protection.



LSEG

Refinitiv India Shared Services Private Limited

In accepting and signing the Agreement, you confirm that all the information you have provided to the Company in connection with this offer is true and not misleading, and you agree to notify the Company promptly of any change in that information.

Sincerely,

Laura Thurston
Group Head of Global Talent Acquisition & WFP
On behalf of the company

I Touheed Ahmed S accept the terms of the Agreement with Refinitiv India Shared Services Private Limited and confirm receipt of the enclosed documents.

Signed: Date:
Touheed Ahmed S

30 December 2022

Sub : Letter of Offer and Appointment

Dear **Usha A,**

Intrforte Pvt Ltd. is pleased to offer to you 3 Months Training as **Business Development Trainee** "At will basis" which can be extended.

Your date of commencement of employment will be **02-01-23** and will be based in **Bengaluru.**

Your annual package and terms and conditions of employment are mentioned herein.

Best Regards,



Spandan Suresh
Chief Operating Officer

Stipend: INR 18000 Per Month + INR 25000 as incentives (Subject to statutory deductions)
Target: 125000 INR per month.

Training Period : 02 January 23 to 05 January 23

Start date : 06 January 23

End date : 06 April 23

- During the internship you, will not receive any of the employee benefits that regular employees receive.
- During the internship, the company will have all the rights to terminate your services without offering any reason.
- During your training period, you will not receive stipend. Post training period, you will begin to receive your stipend.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 15 days stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be ~~through the company Email of your manager only~~.
- Post successful completion of the internship, the candidate will be prone to performance based pre-placement offers by the company
- Your fixed net stipend depends upon your successful completion of your target.
- Upon reaching the minimum assigned target of 35 Registrations, for every registration achieved henceforth, you would be entitled to a PBI of INR 500 for every Registration with completed pending payment by lead and INR 200 for every Registration with only Pre-Registration amount paid .

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with IntrnForte, and will report on or before **02 January 2023**.

SIGNATURE: Usha. A.

DATE: 31/12/2022.

Kotak Life Insurance Offer Letter

Date: 05-Jan-2023

From,
Kotak Life
Regional Office
Bangalore

To,
Venu

Dear Venu

Congratulations on being selected as **Management Trainee** with Kotak Life through the Management Trainee program at **L3 Grade**. You will join the program in the month of Aug 2023.

It is an exciting time to join Kotak Life when we are strengthening our capabilities to increase customer focus, digitization as well as digitalization. The Management Trainees will hence play an integral role in this journey.

Kotak Life stands for *Hum Hain Hamesha*. We mean it when we say we care for our employees. Our focus is to provide you with long-term career opportunities within the organization and within the Kotak Group. We are proud to inform you that 4 of our Executive Committee leaders out of 7 had joined Kotak Group as Management Trainees. It is time for you to begin your leadership journey with us as a Management Trainee.

We look forward to your **#CareersforLife**.

Your fixed compensation will be Rs. 3,50,000 per annum

Your offer and appointment letter will be shared with you upon your acceptance of this provisional offer.

Acceptance needs to be shared at the mentioned email id: **Sunithkumar.murugan@kotak.com**

Yours truly,

Kotak Mahindra Life Insurance Company Ltd.



Authorized Signatory

A-6

Kotak Mahindra Life Insurance Company Limited

CIN: U66030MH2000PLC128503 | IRDAI Reg No : 107

Registered Office:


8th Floor,
Plot # C - 12,
G-Block, BKC, Bandra (E),
Mumbai - 400 051.

Corporate Office:

7th Floor, Kotak Infiniti, Bldg. No. 21,
Infinity Park, Off W. F. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 6605 7777
F +91 22 6725 6166

<https://www.kotaklife.com>

 **Hum hain.. hamesha**



69
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30th December 2022

Sub: Offer of employment by Pin Click

Dear Vinay Kumar P,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Property Advisor", with effect from 2nd January 2023.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at our Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its
4. potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
5. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
6. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days' notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
9. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

The details of your annual earnings are as Annexure A.

Page 1 of 4

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071.
Contact No : +91-8047-193000 website :www.pinclick.com
CIN No.U70102KA2015PTC084563

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ANNEXURE A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Vinay Kumar P	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	2 nd January 2023	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B (A-B)	Professional tax	200	2,400
	PF Employer	900	10,800
	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub-Total II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android Phone & two-wheeler is mandatory with a valid driving license.</p> <p>*There will be 7 days of training period and an assessment then your payroll will start)</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed. We look forward to the opportunity of working with you at Pin Click

Manik Kinra

Founder & CEO

ANNEXURE B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Vinay Kumar P	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	2 nd January 2023	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	SubTotal I / Gross Pay	26,589	3,19,068
B (A-B)	Professional tax	200	2,400
	PF Employer	1,008	12,096
	Net Salary	25,381	3,04,572
Benefits			
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Android phone & two-wheeler is mandatory with a valid driving license.</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click

Manik Kinra

Founder & CEO



LETTER OF INTENT

- A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his/ her KRA's.
- B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name: _____ Today's Date: _____

Signature: _____ Anticipated Start Date: _____



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Date: 29th November 2022

Name & Address: Vinod Franklin, Bangalore

Dear Vinod Franklin.

This Letter of Intent (LOI) refers to your application for employment with Refinitiv India Shared Services Private Limited, (part of LSEG, London Stock Exchange Group) and subsequent discussions. On the basis of the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role to which you applied. Upon final scrutiny, a formal appointment letter with the start date, compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued shortly.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon the parties and as such does not constitute any contractually binding relationship between the parties, unless and until the parties sign the definitive Employment Agreement. The Company reserves its rights to revoke or not to pursue this LOI without any cause or notice.

Please note that this LOI is not deemed to be considered for purpose of joining Company.

Thank you for interest and stay tuned to hear from us.

[Handwritten signature]
Yours sincerely,

For Refinitiv India Shared Services Private Limited



LETTER OF OFFER

Dear Yuktha,

Congratulations! We are pleased to confirm that you have been selected to work for JaisanIT Solutions LTD. We are delighted to make you the following job offer:

The position we are offering you is that of Talent Acquisition Executive with an annual cost to the company of 2,64,000. This position reports to *Senorita Mercy*.

We would like you to start work on **01-12-2022**. Please report to Sri Rupa Devi for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by **01-12-2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of JaisanIT Solutions LTD and look forward to working with you.

Sincerely,

Senorita Mercy

Lead IT recruiter



2 1

Letter of Intent (LOI)

Superset ID: 3620808

Date: November 25, 2022

Dear Ajit kumar Tiwary,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference, <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

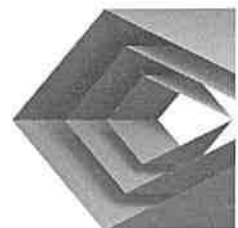
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





October 20, 2022

Ambika Chatra

Bangalore, Karnataka, India

Dear Ambika,

We are delighted to offer you a role at Ellucian Higher Education Systems India Private Limited ("Ellucian" or the "Company"). Congratulations! Serving more than 2,700 customers in over 50 countries, reaching over 20 million students, we are the largest provider of ERP systems and cloud services to the higher ed market. We keep innovating as higher education keeps evolving. Ellucian guides its customers through manageable, sustainable digital transformation — so that every type of institution and student can thrive in today's fast-changing landscape. Together, we are powering the future of higher education.

Your new career with us

Ellucian Higher Education Systems India Private Limited is delighted to offer you the position of Technical Intern (Graduate), reporting to Arjun Negi. As agreed, your work location will be India - Bangalore Office, and your first day will be January 16, 2023. This is a temporary position. Your expected internship assignment end date is May 12, 2023.

Your Compensation & Benefits

Your Stipend will be ₹35,000.00 per month (Inclusive of any applicable taxes). Your Work hours will be a minimum of 40 hours per Week.

Full time employment

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter, Prior to joining Ellucian, you must successfully complete the prescribed Internship program as detailed below:

At Ellucian, we invest in skill and capability development of our campus selects even before they join us as full-time employees. This is through Ellucian Internship program. These programs focus primarily on technical and personality development. You could enroll in either of these as per your college processes while in the final semester. This forms a critical part of your employment with Ellucian. Your onboarding with Ellucian would be prioritized based on the successful completion of same. In the event of non-completion of the Internship program, Ellucian may at its sole discretion revoke this offer of employment.

The Ellucian Internship program is for approximately 3 months duration. Your performance during the Internship will be monitored through formal evaluations and rewarded with monthly stipend. Subject to your successful completion of the company's internship program, determined at the Company's sole discretion, you may be offered full-time employment.

What happens next

DocuSigned by:

413FBB771309464...

ANNEXURE - A

Name	Ambika Chatra	
Designation	Technical Intern (Graduate)	
Salary Component	INR Per Month	INR Per Annum
Basic Salary	₹25,000	₹300,000
House Rent Allowance	₹10,000	₹120,000
Conveyance Allowance	₹1,600	₹19,200
Medical Reimbursement	₹1,250	₹15,000
Flexi Benefit Plan*	₹8,867	₹106,400
Special Allowance	₹12,783	₹153,400
Employer Contribution to PF (12% basic salary)	₹3,000	₹36,000
Gross Salary (A)	₹62,500	₹750,000
Annual Gratuity contribution **		₹14,423
Education Assistance Program		₹50,000
Medical, Accident and Life Insurance Premium		₹49,000
Annual Health Check up Plan		₹5,000
Non-Cash Benefits (B)		₹118,423
Total Annual Compensation (A) + (B)		₹868,423


* Flexible Benefit Plan – This is a basket of benefits that employees need to declare in the beginning of the financial year. The declaration upon submission of the receipts would provide tax exemption for the following:

Leave Travel Allowance	50,000 – Twice in a block of four years***
Sodexo Coupons	2,200 – Maximum Per Month***
Internet/Mobile Exemption	2,500 – Maximum Per Month***

*** The residual balance would be subjected applicable tax and subject to terms and conditions.

**Payment of gratuity is as per Gratuity Payment Act 1972

DocuSigned by:


413FB8771309464

Page 3 of 3

31



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1950

Date : 30 March 2023

Dear **Anil Kumar Mishra**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : 19 April 2023 to 28 April 2023

On the Job Training Start Date: 29 April 2023

On the Job Training End Date: 28 October 2023

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

(Candidate's Signature)



23

4



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1946

Date : 30 March 2023

Dear Anitha H ,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 19 April 2023

Training Period : 19 April 2023 to 28 April 2023

On the Job Training Start Date: 29 April 2023

On the Job Training End Date: 28 October 2023

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

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1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____



3 5

Letter of Intent (LOI)

Superset ID: 3621094

Date: November 25, 2022

Dear ARVIND KUMAR V,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

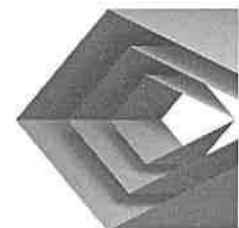
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



(21)

06

OL No: AM1941

Date : 30 March 2023

Dear **ASHOK KUMAR**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023Training Period : **19 April 2023 to 28 April 2023**On the Job Training Start Date: **29 April 2023**On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per MonthIncentives : **INR 12000**Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____



7
4

Letter of Intent (LOI)

Superset ID: 3619560

Date: November 25, 2022

Dear Chandrashekhar,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





You Are Awesome!

Inshad

Offer Letter

Six Dee Telecom Solutions



Kind reg
Your

Irshad Ahmedsab Khazi
9380577965
irashadkmca2023@gmail.com

21 February 2023

Dear Irshad,

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

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

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

REMUNERATION

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

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 400000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

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

We look forward to you joining us.

January 2023



Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh
Manager - Human Resources
For and on behalf of
Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____
(Irshad Ahmedsab Khazi)



5
10

Letter of Intent (LOI)

Superset ID: 3620356

Date: November 25, 2022

Dear Kunwar Abhay Pratap Singh,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

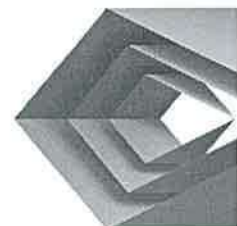
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<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





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11

Offer: Computer Consultancy
Ref: TCSL/DT20223107512/Bangalore
Date: 28/12/2022

Mr. Kunwar Abhay Pratap Singh
Zs Residency , Maaz Traders & Ayub Traders Building No. 1 Flat No. 4,
Near Ahmas Tower,
Bangalore-560068,
Karnataka.
Tel# -

Dear Kunwar Abhay Pratap Singh,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20223107512

1

TATA CONSULTANCY SERVICES

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



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB



amount between the components as per your tax plan, once you join TCSL.

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TCSL/DT20223107512

3

TATA CONSULTANCY SERVICES

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



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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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



HIS offers the following benefits:

1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

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



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,



13. TAT

business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

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



19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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



20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

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



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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Kunwar Abhay Pratap Singh
Designation	Assistant System Engineer-Trainee
Institute Name	The Oxford College Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, 7NHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



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Letter of Intent (LOI)

Superset ID: 3621405

Date: November 25, 2022

Dear ManojKumar Naragund,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

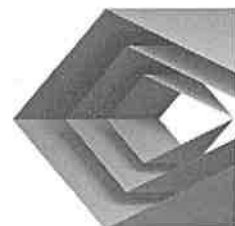
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



(33)



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1951

Date : 30 March 2023

Dear Nandini K ,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : **19 April 2023 to 28 April 2023**

On the Job Training Start Date: **29 April 2023**

On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

9th Road (Opp to HDFC Bank)
Bengaluru - 560068

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

 **Academor**

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675 9th Main Rd
Sector 7, HSR Layout
Bangalore, Karnataka
560103
support@codeyoung.com

Engagement Agreement

05 April, 2023

Name: Punith G Thirtha,

Email:

punithgthirthamca712023@gma

il.com

Phone: +91 6362564009

Dear Punith G Thirtha,

Letter of Appointment

Private and confidential

We are pleased to confirm your offer of engagement with Smart Owl Education Pvt. Ltd. (the Company) as an Online Mentor in the Codeyoung team. The Company will employ you on a contract basis in that position, or any other similar position, however, titled, that may be Required by the Company from time to time in accordance with its business needs.

1. Date of commencement

Your commencement date is 11th April, 2023.

- A) You'll be live once you clear the final mock after the training process only
- B) Your salary will be calculated from the day you start taking your first demo.

2. Employer

- a) If you accept our offer of engagement, your employer will be the Company.
- b) You will initially report to Kushal Yadav You may report to other people or positions temporarily or on a permanent basis depending on the needs of the Company.

3. Duration of Contract

This contract is valid for six months from the commencement date. The contract will then be on a rolling month by month basis from thereon.

4. Statement of duties

The duties performed in your position of an Online Mentor are as follows:

- a) You have to conduct a minimum of 24 online classes per week exempted only if the company is unable to provide enough teaching opportunities.

- b) You will have to give 4 hours a day, **no week off on Saturday, Sunday, Monday** in work other than teaching like contributing in pedagogy (paid separately) and get involved in positive discussions. One week off is compulsory, that will be on **Tuesday**.

You agree that during your engagement you will, in addition to any other obligations you have to us:

- a) Adopt a professional and courteous attitude to other employees/contractors and customers at all times;
- b) Comply with the Company's policies and procedures as amended from time to time;
- c) Promote and protect the Company's interests;
- d) Behave in a way that is consistent with the commercial and ethical standards of your role;
- e) Keep your manager informed of any issue you become aware of that could harm the Company's interests;
- f) Avoid any activity that is in conflict with the Company's interests.

5. Remuneration

- a) Your base engagement fee will be

Country	(US SHIFT)
Timings	9:30 pm to 6:30 am
CTC	500000/-

- b) This will be paid monthly, by electronic funds transfer into your nominated account.
- c) Upon termination of your engagement, you authorize us to deduct from your final pay any amount you owe us.
- d) Your Base Engagement Fee will be paid into your bank account on 10th of each month.
- e) If anyone leaves before contract period, No certificate will be given.
- f) Salary will be given after completion of NOTICE PERIOD (1MONTH), with completion of 6MONTHS.

6. Prohibited activities

You agree, following the end of your engagement with us, that you, will:

- i. undertake not to contact or approach in any way or have any professional involvement with any of the current or former customers of the Company (with whom you had direct contact with during the 12 months preceding the end of your engagement);
- ii. undertake to not communicate to customers through any other channels or credentials other than directed by the company;
- iii. undertake not to contact or approach, with the intention of soliciting away from the Company, any of the current employees, consultants or officers of the Company (with whom you had direct contact with during the 12 months preceding the end of your engagement);
- iv. undertake not to participate in, engage in, assist with or be directly involved with a business or operation that is in competition with, or is substantially similar to the products or services that the Company provides.

7. Changes to the engagement agreement

Your role, levels of responsibility, reporting lines, work location and your engagement fee may be changed by the Company from time to time. Despite these changes, this agreement will continue to operate in full force, unless a new written agreement is implemented.

8. Termination of engagement

A. Summary termination

- i. The Company may terminate your engagement with immediate effect by giving written notice to you if at any time you engage in serious misconduct, which includes, but is not limited to:
 - a) fraud;
 - b) conviction of a criminal offence;
 - c) theft;
 - d) intentional continued disobedience;
 - e) dishonesty;
 - f) serious or persistent neglect;
 - g) sexual or racial harassment or vilification or any form of unlawful discrimination or bullying or intimidation at work;
 - h) willfully damaging or misusing any Company property including deliberately misusing or damaging the Company's business, business relationships, employee relationships, good name, goodwill, tools, equipment, goods, property or resources.
 - i) losing or failing to obtain any necessary clearance, qualification or permit that is essential to your position, including security and police clearances;
 - j) the breach of a material term of this agreement which is not remedied within seven days of receiving written notice from the Company specifying the breach and requiring it to be remedied; or
 - k) acting in a manner which, in the reasonable opinion of the Company, will detrimentally affect the Company or its reputation.
- ii. If your engagement is terminated under this clause, the Company will not be obliged to pay you any money other than the following, calculated at the date your engagement comes to an end:
 - a) any accrued engagement fee to which you are entitled;
 - b) any amount to which you are entitled in lieu of unused annual leave; and
 - c) any amount to which you are entitled under the relevant long service leave legislation.

B. Termination with notice

- i. Either party may terminate this Agreement by giving the other party 2 weeks' written notice given you are completing all the batches assigned to you.
- ii. The Company may, at its discretion, at the outset or during any period of notice:
 - a) bring the engagement to an immediate end by making a payment in lieu of any remaining notice period; and/or
 - b) require that you do not attend work or have any contact with employees, customers or suppliers of the Company for the remainder of that notice period.

9. Amendment

Unless stated to the contrary in this agreement, this Agreement may only be amended in writing and executed by both parties.

Loss or Damage to material : The responsibility of care of the Kit provided and the risk of loss of or damage to Kit caused lies with you during the period of contract. If the equipment is lost, stolen or damaged during the period of contract, you will be responsible for the repair or replacement thereof. These costs for repair or replacement shall not exceed the Unit Cost of the Kit.



Ownership of Content: Any and all of the content displayed, included in, or made available for use on the Website or through the Services, including but not limited to any and all text, graphics, logos, photographs, button icons, images, moving images, sound, illustrations, data downloads, data compilations and software ("Content"), are explicitly owned by Codeyoung, our licensors, vendors, and/or agents and may strictly protected by copyright, trademark and/or patent laws. You shall not use, copy, reproduce, publish, upload, post, display, perform, transmit, distribute, modify, license, create duplicate works therefrom, attempt to transfer or sell any of the Content in any way, including methods through advertising or attempting to distribute the content and/or materials on this Website or the Curriculum, or through any other website or social media platform, without our prior express written consent.



Minimum period of Employment : The Candidate acknowledges that substantial costs and time will be invested on hi/her for training him/her specifically for effectively handling the job responsibilities and any discontinuance of the employment before the expiry of the 6 months (Six months) term would unfairly prejudice the company, and as such, the Candidate undertakes not to leave the services of Codeyoung, for any reason whatsoever, for a minimum period of 6 months (Six months) from the date of his/her joining the services of the Company.

Any separate Agreement entered between the Candidate and the Company, elaborating this Clause, shall be construed as part of this Contract and shall be fully binding on both the Parties.

10. Law

This Agreement is governed by the laws of Karnataka, Bangalore. The parties irrevocably and unconditionally submit to the non-exclusive jurisdiction of courts exercising jurisdiction there.

11. Acceptance of offer

Please sign the duplicate copy of this agreement to signify your understanding and acceptance of the terms and conditions of this offer of engagement with the Company, and return it to Shailendra Dhakad.

I look forward to welcoming you to the Codeyoung Team and look forward to the positive contribution you will make to our business.

Yours sincerely

Shailendra Dhakad

Director

Signed

Date

Acceptance of the offer of engagement

I, Punith G Thirtha, agree to the terms and conditions of the offer of engagement with Smart Owl Pvt. Ltd. that are set out in this agreement. I confirm that I have read and understood all of the terms and conditions contained in this agreement.

Signed

Date

29



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1948

Date : 30 March 2023

Dear Rohith B,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : **19 April 2023 to 28 April 2023**

On the Job Training Start Date: **29 April 2023**

On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: 

DATE: 30/03/2023

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____



DATE: 30/03/2023 _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: 

DATE: 30/03/2023



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

(Candidate's Signature)



(95)



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1945

Date : 30 March 2023

Dear **Rohith kc**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : 19 April 2023 to 28 April 2023

On the Job Training Start Date: 29 April 2023

On the Job Training End Date: 28 October 2023

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

Main Road (Opp to HDFC Bank)
HSR Layout Bengaluru - 560068

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

 **Academor**

26



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1936

Date : 30 March 2023

Dear **Sachin A,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : 19 April 2023 to 28 April 2023

On the Job Training Start Date: 29 April 2023

On the Job Training End Date: 28 October 2023

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

(Candidate's Signature)





7

20

Letter of Intent (LOI)

Superset ID: 3615315

Date: November 25, 2022

Dear Sahana G R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time Internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time Internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



16
21

Your candidature is short
listed for Trainee Software
Engineer position with
Terralogic Software Solutions
Pvt Ltd, Bengaluru Inbox



Narmada Vivek... 12/14/2022
to me, Rajani, Biswa ✓



Hello Sahana GR

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

**Kindly go through the following details and
acknowledge the email before Friday (16-Dec-2022).**

23



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1943

Date : 30 March 2023

Dear **Shourya Gowda K V**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 19 April 2023

Training Period : **19 April 2023 to 28 April 2023**

On the Job Training Start Date: **29 April 2023**

On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000 Per Month**

Incentives : **INR 12000**

Target: **280000 INR per month.**

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

 **Academor**



Date: 21-Apr-2023

Dear **Shubham Nimbalkar**,

Spektra Systems is pleased to extend to you an offer of internship program. This decision to offer you a trainee position with our company has been made in reliance of your information set forth in your resume, as well as the information provided by you to the company during your interview process. You will be interning as **Trainee** within Spektra Systems.

Please read the agreement carefully and initial each page. Then sign a copy and email a copy to hr@spektrasystems.com. This offer will expire five days from the date of this offer letter.

Please email if you have any questions or concerns.

Sincerely,

Sowmya Nag
Sr. HR Manager

Internship Agreement

This INTERNSHIP AGREEMENT ("Agreement") made of and effective as of March 22nd, 2023 is by and between Shubham Nimbalkar ("Trainee"), and Spektra Systems, Partnership firm ("the Firm") having a registered office at Saraswathi Bhavan, Chengannur PO, Kerala - 689121.

- Internship start date is 22nd March 2023 to 22nd June 2023
- Position: Trainee
- Location: Remote
- Internship Hours: 40 Hours per week.
- Stipend: This agreement does not include a fixed stipend. This may be amended later based on performance and business deliverables.

Internship will also act as probation period for a permanent internship opportunity with Spektra Systems. Upon successful completion of internship, based on your performance you shall be absorbed as a permanent employee with Spektra Systems. Once absorbed, you'll be eligible for permanent employment benefits as per company policy. Please note that employment opportunity is solely based on performance, company decision and open positions at the time the internship completion. This letter does not guarantee employment with Spektra Systems.

Internship is contingent upon successful reference checks and the verification of information presented to the company by the Trainee in the application phase. Should the information be proven false, the company shall terminate internship immediately without notice period. Spektra Systems expects Trainees and interns to act with integrity, reporting him or herself to work promptly on the agreed upon start date.

1. Internship:

1.1 Position: The Company hereby agrees to hire you as an intern, hereby accepts such internship, all subject to the terms and provisions of this Agreement. Intern agrees (i) to devote intern's full-time professional efforts, attention and energies to the business of the Company, (ii) to perform such reasonable responsibilities and duties as may be assigned to intern from time to time by the Company, and (iii) to endeavour in all respects to promote, advance and further the Company's interest in all manners. Intern shall report to the Manager. Intern understands that, if Intern will perform services for the Company's clients at the client's place of business, Intern shall be subject to the Company's general intern policies but also to any applicable policies of the Company's clients.

1.2 No Moonlighting: While interning with the Company, Intern agrees that Intern will not accept any other part-time internship or consulting work or render any professional services, without the Company's prior written consent.

1.3 Place of Internship: Intern's internship will run remotely.

1.4 Hours of Internship: The normal internship hours are 9 hours with 60 minutes lunch breaks. Daily and weekly work schedules may be changed from time to time at the discretion of the

- ii **Cause:** "Cause" shall mean any of the following: (i) any act, failure to act, conduct, pattern of conduct or condition injurious or potentially injurious to the business or reputation of the Company; (ii) any conviction for misdemeanour or felony the circumstances of which are substantially related to the circumstances of Intern's job; (iii) Intern's commission of any material act of dishonesty or disloyalty involving the Company or a Company client; (iv) the failure to perform substantially his or her duties for the Company or a Company client, which failure remain uncured seven (7) days after written notice from the Company of the failure; (v) theft or fraud by Intern with respect to the business of the Company or a Company's client (vi) any material breach of this Agreement or Intern's insubordination, gross misconduct or material violation of a Company's or Company client's internship policy; or (vii) failure to accept an job assignments in good faith. The Company retains sole discretion to determine whether Cause exists.

- iii **Without Cause:** The Company may terminate Intern's internship pursuant to this Agreement without cause at any time with immediate notice to Intern.

5. **Stipend**

5.1 **Stipend:** Stipend, if any shall be documented on the first page of this letter. Company reserves the rights to include, amend, remove stipend at any point of time during the internship based on an intern's performance and contributions to business deliverables.

5.2 **Confidentiality:** The information relating to your stipend is considered strictly confidential and the Company expects you to maintain a code of ethics to discuss stipend matters solely with your managers and human resource representatives.

6. **Remedies:** Trainee acknowledges and agrees that a violation of this Agreement would cause irreparable harm to the Company, and that the Company's remedy at law for any such violation would be inadequate. In recognition of the foregoing, Trainee agrees that in addition to any other relieve afforded by law, including damages sustained by a breach of this Agreement, the Company will have the right to enforce this Agreement by specific remedies, which will include, among other things, temporary and permanent injunctions, it being the understanding of the undersigned parties hereto that both damages and injunctions will be proper modes of relief and are not be considered as alternate remedies.

7. **Amendment:** No amendment, modification or waiver of any provisions of this covenant or consent to any departure thereof shall be effective unless in writing signed by the parties against whom it is sought to be enforced.

8. **Entire Agreement:** This document contains the entire agreement that exists between Trainee and the Company with respect to each of the subjects herein contained replacing and superseding any agreements, oral or written, between the Company and Trainee with respect to the subjects herein contained.

9. **Survival:** Upon termination of Trainee's internship pursuant to this Agreement, Trainee's



Spektra Internship Offer

1 message

Campus @ Spektra <campus@spektrasystems.com>
To: shwethakmca2023@gmail.com <shwethakmca2023@gmail.com>
Cc: The Oxford Educational Institutions . <hodplacements@theoxford.edu>

Mon, Mar 20, 2023 at 12:55

Hi,

Congratulations! We are happy to have you join us as an Intern from 22nd March 2023

- Internship start date shall be 22nd Mar 2023 and completion date would be 22nd June 2023
- Position: Trainee
- Role – Non Dev - Technical
- Location: Bangalore, Classroom training(offline)
- Internship Hours: 40 Hours per week

During the intern period, we'll be doing a monthly performance review and will be sharing feedback monthly. Upon completion of Internship period, solely depending upon performance and deliverables during the contract phase, we may be able to convert this into a full-time employment which below particulars.

Please confirm your interest to start the internship with Spektra Systems. You can reply to this email confirming the same on or before 20th March.

No response will be treated as not interested in this offer.

Regards,

Team HR

Spektra Systems



Spandana SY <spandanasy21@gmail.com>

Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bengaluru

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>

23 December 2022 at 13:04

To: spandanasy21@gmail.com

Cc: Rajani Bathula <rajani@terralogic.com>

Hello SPANDANA SY,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bengaluru.

Kindly go through the following details and acknowledge the email before Friday (26-Dec-2022).

Work location: Bengaluru and you need to work from Koramangala office (No work from home option for this position)

Internship start date: 16th Feb 2023

Duration: 4month to 6months, Upon successful completion you will be absorbed as Trainee Software Engineer

Stipend during internship: 15,000 INR per month(Including PF & ESI), take home 12,800INR per month.

Work location: Bengaluru and you need to work from the Koramangala office.

Upon Successful completion of Internship, you will be considered for fulltime employment with following details

Position: Full time and permanent

Designation: Trainee Software Engineer

Payscale: 3,50,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years

NOTE:

1. The employment agreement starts from the DOJ as Intern, will be for 3 Years.
2. You are required to submit your First and Second year Degree Marksheets(Originals) at the time of joining as Intern. Which will be returned upon completion of 18 Months of employment with the company.
3. You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ MCA) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.
4. It is mandatory to take full time position post internship duration if the job performance is bad during the internship the company reserves all rights to revoke the offer.

CTC break up:

Basic Salary & DA	1,46,700
House Rent Allowance	73,350
Other Allowances	73,350
Bonus*	35,000
Provident Fund Employer Contribution	21,600
Insurance (GMC & GPA)	5,767
Gratuity**	6,113
Total Cost to Company	3,61,880

* Bonus will be paid in two equal instalments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

*Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of joining. The contribution mentioned will be deposited with the Life Insurance Corporation of India every year and an employee resigning from the services company after completing the service exceeding 5 years will be paid, a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the LIC.

*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.

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k=0a3c9

candidature is short listed for Trainee So...

<https://mail.google.com/mail/u/0/?ik=0a3c9041e6&v...>

Thank you,
Narmada Biradar
Sr. Manager-HR
Cell: 9886310182
Terralogic Software Solutions Pvt. Ltd.



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1937

Date : 30 March 2023

Dear **SRILAKSHMI C,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : **19 April 2023 to 28 April 2023**

On the Job Training Start Date: **29 April 2023**

On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

(Candidate's Signature)

A large, faint watermark of the Academor logo and name is centered on the page.



Sugumar A (M)

Doppio Group Private Limited
StartupHuts, #334, 27th Main
HSR Layout, Sector 02, Bangalore-560102
Karnataka India

Acceptance and Acknowledgment

I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY, IN DUPLICATE, WITH THE UNDERSTANDING THAT ONE COUNTERPART WILL BE RETAINED BY THE COMPANY AND THE OTHER COUNTERPART WILL BE RETAINED BY ME.

DOPPIO GROUP PRIVATE LIMITED

EMPLOYEE

Ashwini
M

Digitally signed by
Ashwini M
Date: 2023.02.02
18:34:11 +05'30'

By:

Name: Ashwini Mahendra

Title: Director of Human Resources

Email: ashwini@doppiogroup.com

Signature & Date:

Name:

policy compliances (if you are in the Sales/Technical Department), etc.

8. Separation & Termination:

- a) The Company shall have the right to terminate your employment at any time due to your breach of the terms and conditions of this Employment Agreement. Upon such termination, you will be paid through the effective date of termination and thereafter the Company shall have no further obligation to you.
- b) Your employment with the Company can be terminated by giving Ninety (90) days prior notice in writing from either side or Ninety (90) days pay in lieu of notice, as may be determined by the Company. However, in the event of any discrepancy or untrue information found in your application form or resume, willful neglect of your duties, breach of trust, gross indiscipline, or any other serious dereliction of duties that may be prejudicial to the interests of the Company, the Company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

9. Governing Law: This Agreement shall be interpreted under and governed by the laws and decisions of the State of Karnataka, India (City Bangalore); applicable to agreements made and to be performed solely within said state.

out Employee's assigned job duties for Employer.

b) Employee hereby represents and warrants to Employer that Employee is not party to any written or oral agreement with any third party that would restrict Employee's ability to enter into the herein Agreement or to perform Employee's obligations hereunder and that Employee will not, by joining Employer, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favor of any third party.

6. Employee Representations and Warranties. Employee represents and warrants to Employer that: (a) Employee's employment by Employer and the performance of Employee's employment duties will not constitute a breach of any agreements to which Employee is a party, including any employment or non-competition agreement with any former employer, and (b) Employee has not disclosed and will not disclose to Employer, and will not use or disclose during the performance of Employee's employment services for Employer, any documents, materials, or information subject to any legally enforceable restrictions or obligations as to confidentiality.

7. General:

a) You agree that you have not, and will not, provide the Company with any false information or willfully suppressed any material information required herein or as part of your employment with the Company. Any violation of this provision shall subject you to immediate termination without notice. Please note that you are required to inform us if there are any agreements, oral or written, that you have entered into, and which relate to your commitments under this agreement.

b) If any of the provisions of this agreement are declared or found to be void or unenforceable, the remaining provisions of this agreement shall continue in full force and effect.

c) The terms and conditions set forth in this Employment Agreement shall supersede and replace any existing agreement or understanding if any, between the Company and you relating to the subject matter contained herein.

d) During your tenure of services, you may be advised to execute certain agreements for undergoing certain training programs, holding assets and training materials of the Company, credit



Doppio Group Private Limited
StartupHuts, #334, 27th Main
HSR Layout, Sector 02, Bangalore-560102
Karnataka India

3. Confidential Information: Employee agrees not to provide any third party with any confidential or proprietary information as to Doppio Group that the employee learns in the course of performing the Services or preparing the Works, including as to the terms and provisions of this agreement except to employee's legal and financial professional advisors. Employee shall hold in trust and confidence, and not disclose to others or use for employee's own benefit or for the benefit of another, any Proprietary Information which is disclosed to the employee by Doppio Group at any time. Employee shall disclose Proprietary Information received under this agreement to persons within its organization only if such persons (i) have a need to know and (ii) are bound in writing to protect the confidentiality of such Proprietary Information.

4. Conflicts of Interest:

a) During the term of the Employee's employment with the Employer, it is understood and agreed that any business opportunity relating to or similar to the Employer's actual or reasonably anticipated business opportunities (with the exception of personal investments in less than 5% of the equity of a business, investments in established family businesses, real estate, or investments in stocks and bonds traded on public stock exchanges) coming to the attention of the Employee, is an opportunity belonging to the Employer. Therefore, the Employee will advise the Employer of the opportunity and cannot pursue the opportunity, directly or indirectly, without the written consent of the Employer, which consent will not be unreasonably withheld.

b) During the term of the Employee's employment with the Employer, the Employee will not, directly or indirectly, engage or participate in any other business activities that the Employer, in its reasonable discretion, determines to be in conflict with the best interests of the Employer without the written consent of the Employer, which consent will not be unreasonably withheld.

5. Representation and Warranty of Employee.

a) Employee hereby represents and warrants that by accepting Employer's offer of employment and signing below, Employee currently has and will maintain the requisite skill level necessary to carry

ANNEXURE-C

1. Other Benefits:

a. Company Leave benefits shall include:

- i. Ten National & Festival holidays in every calendar year. A list of these would be announced every year at the start of the calendar year.
- ii. Privileged/Paid leaves of 14 days in a year.
- iii. Sick leaves as per the leave policy of the organization.

b. Performance and Appraisals:

- i. Annual salaries raise consideration based on Individual Development Plan (IDP) and other measures of success.
- ii. Opportunity to achieve annual performance bonuses.

2. Position and duties:

a. You agree that you will perform effectively, diligently, and to the best of your ability all responsibilities assigned to you to achieve those results determined by the Company. You further agree that you will not engage in the activities that have or may have an adverse impact on the reputation, image and business of the Company.

b. You shall faithfully and diligently serve Doppio Group and its associated companies. You shall diligently perform such duties and exercise such powers consistent with your employment as may from time to time be vested in you and shall obey the reasonable and lawful directions of your Manager. You shall devote yourself exclusively to the performance of your duties during normal working hours at your place of employment and at all other times that may be necessary for the proper performance of your duties except in case of illness or accident.

c. You may be required to travel on Company business for which you will be reimbursed as per the Company policy.

d. During the term of your employment, you shall disclose and execute assignments for the benefit of the Company in accordance with the terms and conditions of the Company.



Doppio Group Private Limited
StartupHuts, #334, 27th Main
HSR Layout, Sector 02, Bangalore-560102
Karnataka India

EMPLOYMENT AGREEMENT

ANNEXURE-B

We request you to provide us with scan copies of the following on your date of reporting.

Please note that the below documents are mandatory for **personnel records** and will be subject to **background verification**.

Documents

1. Aadhaar card
2. PAN card (if available)
3. Latest marksheet
4. Current Address proof
5. Permanent address proof
6. Passport Size Photos
7. Bank account details{front page of the passbook or first page of the statement of Account or a copy of cancelled cheque .

Salary and Compensation:

ANNEXURE-A: Effective from 1st March 2023 (or the starting date)

Location:	Bangalore
Designation:	Technical Consultant-Intern

Components	Monthly Stipend (In Rs.)
Basic	15,000.00
HRA	-
EPF contribution	-
Other Flexible compensation	-
Total Fixed Stipend	15,000.00

Full-Time employee:

Designation:	Technical Consultant
--------------	----------------------

Components	Annual Salary (In Rs.)
Basic	3,50,040.00
HRA	1,75,020.00
Conveyance & Medical Allowance	34,200.00
Telephone/Internet Allowance	24,000.00
EPF contribution	21,600.00
Special & Other allowances	95,140.00
Total Fixed Pay	7,00,000.00

In words: Rupees Seven Lakhs only

Notes:

- Your compensation is subject to deduction of income tax in accordance with the provisions of the Income Tax Act, 1961
- The above-mentioned CTC includes employer and employee contributions towards retirement benefits and taxes on employment as provided in law.



Doppio Group Private Limited
StartupHuts, #334, 27th Main
HSR Layout, Sector 02, Bangalore-560102
Karnataka India

Letter of Internship and Employment offer: Private and Confidential

February 02, 2023

Sugumaran A,

Dear Sugumaran,

We are very pleased to invite you to join us as a **Technical Consultant** with **Doppio Group Private Limited (Doppio Group, Company, Employer)**, a wholly owned subsidiary of **Doppio Group Inc.**, a USA-based company. You will report to the **VP of Consulting Services**, Bangalore [or another person determined by the Company from time to time]. This offer is conditional upon having valid documents and is subject to verification and confirmation.

You will be joining our internship program for the first 3-4 months. We hereby emphasize that your employment at Doppio Group will be confirmed upon the successful completion of the Internship Program.

Your internship and Employment are subject to a high degree of work ethics and diligence. The company is entitled to discontinue the internship and employment at any time with just cause.

You are requested to report to work on **1st March 2023** at our Bangalore office located at **StartupHuts, 1st Floor Cabin-C102 #334, 27th Main, HSR Layout, Sector 02, Bangalore-560102, Nearest Landmark: OPP to KLM fashion mall.**

- Your reporting time on the joining date is 2.00 pm IST and the contact person is Ms. **Ashwini Mahendra** +91 9632164164.
-
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in ANNEXURE-B.
- For any clarifications, please contact ashwini@doppiogroup.com (Monday to Friday between 9:30 AM- 6:00 PM), +91 9632164164.

Our offer of Internship and employment is conditional upon you agreeing to and abiding by the terms and conditions defined by ANNEXURE-C. Kindly confirm your acceptance by sending a signed copy of this offer letter on all pages ASAP.

We look forward to a long and mutually rewarding relationship.

With best wishes

Yours sincerely

For Doppio Group Private Limited

Ashwini M

Digitally signed by Ashwini M
Date: 2023.02.02 18:33:37
+05'30'

Ashwini Mahendra

Director of Human Resources

www.doppiogroup.com

GSTIN: 29AAFCD6846F1ZE

| Email: info@doppiogroup.com

| CIN U72900KA2016FTC092715



(15)

Offer: Computer Consultancy
Ref: TCSL/DT20223151474/Bangalore
Date: 28/12/2022

Mr. Sugumaran A
 Roomno.402, Saptagirinivas Apartment, Chocolate Factory Rd, Tavarekere, Cashier Layout, 1st Stage, BI
 Swaraj Hypermarket,
 Bangalore-560029,
 Karnataka.
 Tel# -

Dear Sugumaran A,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,53,578/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
 TCSL/DT20223151474

1

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
 Tel: 91 80 6724 7000 Fax: 91 80 2941 0114 Website: www.tcs.com
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB

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TCSL/DT20223151474

2

TATA CONSULTANCY SERVICES

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



amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).



HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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TCSL/DT20223151474

5

TATA CONSULTANCY SERVICES

WYDEHI RC-1 BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,



business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.



19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original Documents** for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card



20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.



(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Sugumaran A
Designation	Assistant System Engineer-Trainee
Institute Name	The Oxford College Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganailur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Eospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400605</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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Letter of Intent (LOI)

Superset ID: 3622373

Date: November 25, 2022

Dear Supriya V,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

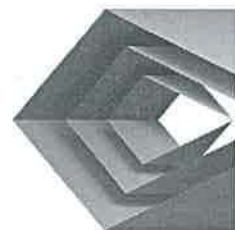
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Maya Sreekumar
Vice President - Human Resources



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675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1949

Date : 30 March 2023

Dear **SURAKSHA B,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : **19 April 2023 to 28 April 2023**

On the Job Training Start Date: **29 April 2023**

On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: SURAKSHA B

DATE: 31/03/2023

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: Sowaksha B

DATE: 31/03/2023

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

Suraksha .B

DATE: 31/03/2023



9
31

Letter of Intent (LOI)

Superset ID: 3619923

Date: November 25, 2022

Dear Tejas M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time Internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





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32

Letter of Intent (LOI)

Superset ID: 3623146

Date: November 25, 2022

Dear Thulasi B,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time Internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



28



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1947

Date : 30 March 2023

Dear Vinay L,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : **19 April 2023 to 28 April 2023**

On the Job Training Start Date: **29 April 2023**

On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

(Candidate's Signature)

Academor



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1942

Date : 30 March 2023

Dear **Yadav S G**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **19 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 19 April 2023

Training Period : **19 April 2023 to 28 April 2023**

On the Job Training Start Date: **29 April 2023**

On the Job Training End Date: **28 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **19 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

(Candidate's Signature)

A large, faint watermark of the Academor logo and name is centered on the page.

35



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM2482

Date : 24 April 2023

Dear **ABHISHEK GR**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **25 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 25 April 2023

Training Period : **25 April 2023 to 4 May 2023**

On the Job Training Start Date: **5 May 2023**

On the Job Training End Date: **4 November 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with **Academor**, and will report on **25 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

36



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM2479

Date : 24 April 2023

Dear **PRASHANTHA E**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **25 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 25 April 2023

Training Period : **25 April 2023 to 4 May 2023**

On the Job Training Start Date: **5 May 2023**

On the Job Training End Date: **4 November 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **25 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

37



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM2481

Date : 24 April 2023

Dear POLAKA SOMASEKHAR REDDY,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **25 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 25 April 2023

Training Period : **25 April 2023 to 4 May 2023**

On the Job Training Start Date: **5 May 2023**

On the Job Training End Date: **4 November 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **25 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
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- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)



30



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM2480

Date : 24 April 2023

Dear **SADHU VEERA MOHAN**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **25 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 25 April 2023

Training Period : **25 April 2023 to 4 May 2023**

On the Job Training Start Date: **5 May 2023**

On the Job Training End Date: **4 November 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **25 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
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- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM2122

Date : 14 April 2023

Dear **Deepika S,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **25 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 25 April 2023

Training Period : **25 April 2023 to 4 May 2023**

On the Job Training Start Date: **5 May 2023**

On the Job Training End Date: **4 November 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **25 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Letter of Intent (LOI)**Superset ID: 3620621****Date: November 25, 2022****Dear Manoj kumar R,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

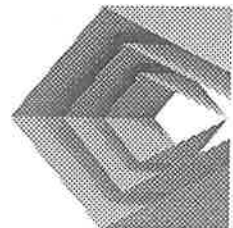
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



2



675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AM1874

Date : 27 March 2023

Dear **Mohammed Arsalan Mulla**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : 05 April 2023 to 14 April 2023

On the Job Training Start Date: 15 April 2023

On the Job Training End Date: 14 October 2023

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with **Academor**, and will report on **05 April 2023**.

SIGNATURE: *Arsalan*
(Candidate's Signature)

DATE: 30/03/2023

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: Arif Khan
(Candidate's Signature)

DATE 30/03/2023

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: Arifalan

(Candidate's Signature)

DATE: 30/03/2023

OFFER LETTER

Mr. Mohammed Faheem khan ,

Date: Tuesday, March 7, 2023

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of **Intern - Sales BTC** on following terms & conditions:

Offer Details:

Designation:	Intern - Sales BTC
Department:	Sales BTC
Employment Type:	Intern
Date of Joining:	Friday, March 10, 2023
Internship End Date:	Saturday, June 10, 2023
Role Location:	BTC, #1023, 1st Floor, Geetha Arcade, Anant Nagar Main Road, Kammasandra, Electronic City Phase II, Bengaluru, Karnataka 560100
Stipend per Month:	16000

As per the government guidelines, tax deduction will be 10% for those who have PAN Card, otherwise, the tax deduction will be 20%. Therefore, please apply for a PAN Card, at the earliest, in case you do not have one..

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You are requested to submit documents listed in Annexure B prior to commencement of your internship.

You will be paid a stipend of 16000 per month for the internship period.

You are required to acknowledge your availability for the internship within 48 hours from the receipt of this letter, failing which the internship offer will automatically stand withdrawn.

Your internship will commence on Friday, March 10, 2023 , failure to report to the Company on such date would indicate your unwillingness to intern with the Company and the internship offer shall automatically withdrawn, unless an extension of the date of commencement of internship has been mutually agreed in writing. Upon completion of your internship for the period set out under the contract, you shall have no right whatsoever to claim any renewal of the internship period as such.

The Company will be entitled to terminate your internship by giving you 2 days of notice in writing. In the event you desire to discontinue the internship, you will be required to give the Company 2 days of notice in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful internship and career opportunity with us.

Please submit the signed copy of this internship letter on the date of commencement of your internship.

Yours sincerely,
Think & Learn Pvt. Ltd.
Human Resources

Accept Offer by signing below
Signature

This is system generated offer letter and does not require authorised signature.

Annexure A

Reporting: You will be assigned a supervisor on the first day of the internship and you must act in accordance with the instructions of your supervisor. Being an intern of the , you will carry out such tasks as may be entrusted to you from time to time by your supervisor. During the internship period, you shall be required to work directly with your team coordinators and / or other staff members of the Company. You shall be required to work approximately [48] hours a week for a period of 90 days.

Exclusivity: You shall not undertake any other assignment during the currency of your internship with the Company. Any contravention thereof will lead to the forthwith termination of your internship.

Policies: You will abide by the Company's policies, regulations, code of conduct, and procedures on safety, security and anti-sexual harassment, presently in force or as introduced/amended from time to time. You will be required to follow the rules of discipline and time etiquette prescribed by the Company and conduct yourself in accordance with the decorum of the workplace and maintain the highest standard of ethics. The Company reserves the right to forthwith terminate your internship at any given point of time during its currency in the event you are found involved in tardiness, unethical practices, fraudulent activities, misrepresentation etc.

Confidentiality: You are duty bound to protect and not disclose to anyone, all information including information classified as confidential, coaching materials, developed material and documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

You acknowledge that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Company property: If for the performance of any tasks allocated to you, you are handed over any Company property including but not limited to any educational materials, records etc. then you shall be responsible for the safekeeping and return in good condition (immediately upon the task being completed or at the time of termination or any time during the internship) and order of all such properties of the Company, which may be in your case, custody, care or charge. For the loss of any properties of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account such material or property to its satisfaction.

Absence: You are required to report any sickness absence as soon as is practicably possible to your supervisor and provide medical supporting of sickness where sickness lasts 3 (three) days or more. During the internship, you will get 1 casual leave per month and public holidays (if applicable during the internship tenure). If you are absent from duty other than the applicable leaves and holidays, such days of absence may be treated as loss of pay days or the internship may be discontinued as per the management decision. The internship stipend will be paid on a pro-rata basis depending on the no. of days you were present and worked as an intern.

Conduct: You shall abide by all reasonable and lawful directions given to you by or under the authority of the Company during your internship. You will conduct yourself in good standing at all times and abide by the law of the land whether in relation to your internship or otherwise. In the event any complaint or proceeding is initiated against you during the internship period, whether civil or criminal in nature, you will immediately inform the Company of the same. Our basic premise in conduct of business: interns should do nothing that might be unethical, discredit or embarrass the Company, its clients, or themselves as interns of the Company. All Think & Learn Pvt. Ltd., interns are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception. If the intern violates the code of conduct, the management may decide to terminate the internship.

Termination: Your internship shall automatically come to an end at the expiry of the internship period set out herein. Your internship may be terminated, prior to expiry of the internship period, in the event of disqualification including but not limited to embezzlement, fraud, gross negligence, criminal offenses -alleged or guilty, or a material violation of terms of this Letter or any applicable Company policies or you are

found to be absconding from the Internship program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

Certificate: Internship certificate will be provided only upon successful completion of the Internship tenure. If the resignation is initiated by you or you have been relieved early due to violation of terms of this letter, you will not receive the certificate.

Representation: This internship has been made based on the information furnished by you in your application. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then the internship will be terminated without notice.

Relationship between parties: This internship is not and shall not be, at any point, treated or construed as a contract of employment between you and the Company or commitment for employment in the future. The Intern shall not have the authority to bind or represent the Company in any manner whatsoever.

Post completion of internship: Completion of the internship does not guarantee an offer of employment with the Company. However, basis a qualitative and quantitative analysis of the performance during the internship and upon successful completion of the internship and completion of course, the Company may, at its sole discretion, consider providing an offer of employment as an associate to the in a role, which may be in , as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. The compensation package for such permanent position, if any, offered by the Company will be as per the prevalent market practices, industry conditions and business requirements of the Company (INR 4 -5.5 LPA fixed compensation + up to 3 LPA variable pay). The work location may be as determined by the Company from time to time. Provided that, nothing in this clause shall be construed as any commitment or guarantee provided by the Company for any employment or any other engagement with the Company.

Annexure B

- a. Graduation/Post Graduation Mark sheet–All completed semester mark sheets
- b. No Objection Certificate & College ID-Card
- c. Resume
- d. Aadhaar Card(On Aadhaar, DOB should be in DD/MM/YYYY Format)
- e. Voter ID/Passport/Driving License
- f. Cancelled Cheque/Bank Statement/Bank Passbook
- g. Passport Size Photograph
- h. Penultimate year mark sheet
- i. Reference letter from university

Signature

4

OL No: AM1894

Date : 27 March 2023

Dear **Naveen kumar**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **05 April 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **ACADEMOR**:

Date of Joining : 05 April 2023

Training Period : **05 April 2023 to 14 April 2023**

On the Job Training Start Date: **15 April 2023**

On the Job Training End Date: **14 October 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: **INR 15000 Per Month**

Incentives : **INR 10000**

Target: **200000 INR per month.**

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **05 April 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

3

LPS BOSSARD

LPS Bossard Pvt. Ltd.
N.H. 10, Delhi Road,
Kharawar Bypass,
Rohtak-124021(India)

Tel. : 0091-1262-205161-170
0091-1262-205171-180
Fax : 0091-1262-205111-112
0091-1262-205133

1st February 2023

To,
Syed Iftiqar Ahmed
Student of BE Mechanical
Visvesvaraya Technological University
Belagavi, Karnataka India

Sub: Confirmation Letter for your Joining

With reference to your application & subsequent interview with us, you have been selected as **GET- Sales & Marketing** at LPS Bossard Pvt Ltd at our Bangalore office (Survey No.171/1, Hoody Village Whitefield Road, Mahadevpur Bangalore 560048 Karnataka)

Your Joining will be on **7th February 2023, Tuesday**


Neha Mendhata
HR Manager



LPS Bossard Pvt Ltd
N.H. -10, Rohtak - Delhi Road
Kharawar by pass, Rohtak
124 001 - India
Phone Direct +91 1262 205103
Mobile: +91-9896391569
www.bossard.com



To

Date: 3rd December, 2022

Vino Karthik R

Subject: Internship Offer Letter

Dear Vino Karthik R,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

LPS BOSSARD

LPS Bossard Pvt. Ltd.
N.H. 10, Delhi Road,
Kharawar Bye-Pass,
Rohtak-124021(India)

Tel. : 0091-1262-205161-170
0091-1262-205171-180
Fax : 0091-1262-205111-112
0091-1262-205133

1st February 2023

To,
Yatender Teotiya
Student of BE Mechanical
Visvesvaraya Technological University
Belagavi, Karnataka India

Sub: Confirmation Letter for your Joining

With reference to your application & subsequent interview with us, you have been selected as GET- Sales & Marketing at LPS Bossard Pvt Ltd at our Bangalore office (Survey No.171/1, Hoody Village Whitefield Road, Mahadevpur Bangalore 560048 Karnataka)

Your Joining will be on 27th February 2023, Monday



LPS Bossard Pvt Ltd
N.H. -10, Rohtak - Delhi Road
Kharawar by pass, Rohtak
124 001 - India
Phone Direct +91 1262 205103
Mobile: +91-9896391569
www.bossard.com



File No. A 9024
LPS Bossard Pvt. Ltd.
Regd. To ISO 9001

Regd. Office : A1/134, Safdarjung Enclave, New Delhi-110029 (India)
CIN : U72200DL1997PTC090805



Abhijeet Jadhav <abhishinh128@gmail.com>

Congratulations Abhijeet! Your dhiOmics Offer letter is here!

hr dhiOmics <hr@dhiomics.com>
To: Abhishinh128@gmail.com

21 September 2022 at 19:07

Cc: Prabhat Agarwal <prabhat.agarwal@dhiomics.com>, Nilesh Gupta <nilesh.gupta@dhiomics.com>, Ranjit Kokardekar <ranjit.kokardekar@dhiomics.com>, Satish Bairagi <satish.bairagi@dhiomics.com>, Sai Sandeep Manjeri <sandeepsai.manjeri@dhiomics.com>

Dear Abhijeet V Jadhav,

Congratulations! We are pleased to offer you the position of "Machine Learning Scientist" at "dhiOmics Analytics Solutions Private Limited", effective from on or before **01 Aug 2023**. The following are the key terms and conditions of the offer -

Compensation:

Annual CTC of INR 4,68,000/- (Fixed Component: INR 392,400/-, Employer PF contribution: INR 21,600/-. Company Benefit: INR 18,000/-, Annual variable: 36,000/-).

Nature of Employment

This offer is made on the clear understanding that your employment is on a full-time basis and that you will not undertake any other part-time/full-time work, without the consent of the company. However, the Company's approval shall not be required where the position is with an organization whose activities are purely social in nature. You are liable to immediate termination without notice or payment in lieu of notice on non-compliance with this clause.

Place of Work

Your posting shall be in Bengaluru, Karnataka, India

Training

You shall first undergo the "Explorer Program (EP)" for 6 months starting from the date of joining. During the first 3 months, you will be paid a salary of INR 23,000/- per month from the date of joining. There will be appropriate deductions of government taxes, and PF from your compensation as applicable. Upon successful completion of your training period, your salary as mentioned in Annexure-A will come into force.

Minimum service period:

You shall render a minimum service period of 2 years and 9 months from the date of joining. In consideration of the enormous effort from the company in training and grooming you and access given to you for specialized technology and process, you voluntarily agree to pay INR 2,00,000/- (Rupees Two lakhs only) in the eventuality of you not fulfilling the minimum service period in addition to the training period by quitting, termination, resignation or otherwise.

Confidentiality

You must always maintain the highest degree of secrecy and keep as confidential the records, data, and documents and such other information and details relating to the business of the company and customers which may be known to you or confided in you by any means in the course of your employment with the company. You will be required to sign the Inventions Disclosure, Confidentiality, and Proprietary. This email is also confidential and is not supposed to be shared with any other party without written consent from dhiOmics authorized personnel.

Termination of Employment

1/13/23, 10:29 AM

Gmail - Congratulations Abhijeet! Your dhiOmics Offer letter is here!

Your employment may be terminated by either you or the company by providing ninety (90) days prior written notice. The provision of such notice by you is mandatory; in all instances of termination of employment by you. The company reserves the right to terminate employment prior to the end of the notice period and pay in lieu of such notice gross salary, at its sole discretion.

The company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct, misrepresentation of any facts relating to business to the Company during the course of employment, or negligence as per company policy or guidelines or have committed any breach of this agreement.

List of Documents (dhiOmics specific):

Kindly send scanned copies of the below documents before joining.

- All educational certificates including mark sheets in full
- Relieving letter and service certificates (if employed previously)
- ID proof/ Address Proof: Passport & Driver's license/ Election ID/ UID
- Particulars of blood group and medical allergies
- Proof of last drawn salary (Payslips) if employed earlier
- Recent Passport sized photographs (Four)

Request you to acknowledge this email and confirm your acceptance on or before 03 Oct 2022.

Kindly revert to us in case of any queries or clarification.

Thank you

Warm Regards,

HR Head

Recruitment

dhiOmics Analytics Solutions Private Limited

Letter of Intent (LOI)

Superset ID: 3630582

Date: November 25, 2022

Dear Adarsh P,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

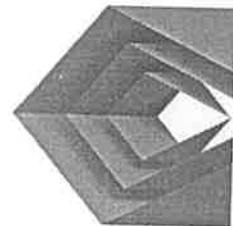
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



- Compose
- Inbox 10
- Sent
- Spam
- Spices
- Sent
- Drafts 10
- Categories
- More

- Labels
- Follow up
 - Junk E-mail
 - Misc
 - Placement offer letter 2...
 - Priority
 - TOCE Placement
 - More

Sarang Ayachit@in.bosch.com



Sarang Ayachit

Human Resources (RBIN/HR1.S-M)
 Robert Bosch GmbH | Postfach 10 60 50 | 70049 Stuttgart | GERMANY | www.bosch.com
 Tel. +91 80 6752-6566 | Mobile +91 900 6054441 | Fax +91 80 6752-0 | Sarang.Ayachit@in.bosch.com

Registered Office: Stuttgart, Registration Court: Amtsgericht Stuttgart, HRB 14984
 Chairman of the Supervisory Board: Prof. Dr. Stefan Aepfer, Managing Director: Dr. Stefan Hachung
 Dr. Christian Fecher, Fikri Akbrecht, Dr. Markus Fuchs, Dr. Markus Meyer, Prof. Mojib



Ayachit Sarang (RBIN/HR1.2) <Sarang.Ayachit@in.bosch.com>
 to the: shabbar@mercedes.com, Nigam

Dear Placement team

Please find the results from the interview below:

Kindly check the selects for us. We will confirm the waitlist by 2nd 23

Name	Gender	Email id	Contact no	College
Somesh S Ghorage	Male	someshghorage19@gmail.com	9019971740	The Oxf.
Ganesh S	Male	ganeshshiva147@gmail.com	7519132184	The Oxf.
ADITHYA K	Male	adithya070921@gmail.com	8217859883	The Oxf.



placement oxford <placements@theoxford.edu>
 to Ayachit, shabbar@mercedes.com, Nigam

Respected Sarang sir,

Greetings!

Thank You so much for the information. We are blocking these students for BOSCH. We will not show them

Thanks and Regards,



Letter of Intent (LOI)

Superset ID: 3634505

Date: November 25, 2022

Dear Adithya K,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

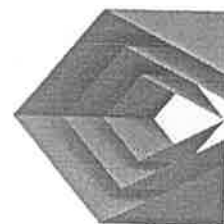
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<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



To
Arjun Saiju

Date: 3rd December, 2022

Subject: Internship Offer Letter

Dear Arjun Saiju,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th December, 2022** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your first month's salary will be dispersed along with your 4th month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary.
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

March 13, 2023

Mr. Arjun Saiju
alcatelidol1973@gmail.com
Candidate Id: CN20230578

Dear Arjun Saiju,

Further to our interactions with you, we are pleased to offer you a position at **FACE Prep** (a unit of Focus 4D Career Education Private Limited known as FACE) as **Associate Trainer in our Skill Development Division**.

1. You will be governed by Terms & Conditions of employment and company policies of FACE Prep.
2. You will report to **Mr. Prasad C (Training Manager)** or anyone whom he may depute.
3. Your date of joining will be **March 20, 2023**. Your base location will be **Bangalore**.
4. You will join us for an **Initial Learning Training Program (ILTP)** from your date of joining until your academic commitments are completed successfully. During this period you will be paid a stipend of **Rs.8,000/ (fixed) plus Rs.2,000 (performance linked pay)**- In addition, you will be provided with work from home allowance of **Rs. 1,500/-** and rent allowance of **Rs. 4,000/-** (Incase if you are not a permanent resident of **Bangalore**).
5. On successful completion of your academic commitments, your three-month probation will begin. The probation period may be shortened based on your performance in the ILTP phase.
6. On successful completion of your probation, your CTC will be revised to **Rs. 3,13,219/-** The break- up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as travel, food, accommodation etc. will be reimbursed as per the company policy.
7. Your notice period during ILTP & probation period is 15 days. Upon successful completion of probation, a notice period of 90 days will be effective by either party. Should the management feel that your performance during your employment is not satisfactory; the same may be terminated with immediate effect.
8. Your work timings will be a pre-agreed time slot of **8.5 hours in duration per day**. In case if you are required to work on a holiday due to business requirements, you will be entitled for a compensatory off.
9. You will not be eligible for any earned leaves during your probation period and upon successful completion of your probation you will be eligible for 2.5 days earned leave (EL) per month as per the EL policy. You will also be eligible for 14 holidays as per the policy which will be prorated as per your date of joining.
10. You will have to use your own laptop and the internet connection.
11. This letter is a communication of an employment offer and is not a letter of appointment. Your letter of appointment will be issued after your joining. You are required to submit signed copy of this letter on date of joining. Non-submission of the same will be treated as non-acceptance of this offer.

Annexure I: Annual Compensation Break up			
Name	Mr. Arjun Saiju	Position & Department	Associate Trainer
#	Compensation Head		Annual (in INR)
1	Basic Pay		1,00,805
2	House Rent Allowance		40,322
3	Medical Allowance		15,000
4	Conveyance Allowance		19,200
5	Provident Fund (Employer Contribution)		21,600
6	Special Allowance		55,085
	Total Fixed Pay		2,52,012
7	Gratuity		4,846
	Total Retirement Benefits		4,846
8	Medical Insurance Premium		1,783
9	Accidental Insurance Premium		590
	Total Other Benefits		2,373
10	Performance Linked Pay		35,988
11	Other Allowances		18,000
	Total Variable Pay		53,988
	Total Cost to Company		3,13,219

Note:

1. *Performance Linked Pay (PLP) (Monthly / Quarterly)

- Performance Linked Pay will be paid out Monthly / Quarterly.
- Any Associate who has worked till the last working day of the period in consideration will receive this payout irrespective of the resignation date or last working date.
- For Sales Associates who have a target-based PLP (Monthly / Quarterly), the same will be paid out based on target achievement as on the Last Working Date of the Associate (The Payout will happen irrespective of the resignation date or last working date).

2. Indicative Value and Actual Payout Value

- The PLP or ARB mentioned in your Compensation Structure is an Indicative Value and refers to the maximum eligible PLP or ARB that you are entitled for.
- The Actual Payout Value depends on various factors including your individual performance, your team/unit performance and the overall company performance.

1. Insurance Details

- All associates will be covered under the company group accidental insurance policies for Life Cover (Rs.10,00,000)
- Full time associates will be eligible Medical Cover (Rs.2,00,000 per annum).
- The premium details are mentioned above

2. Employees will be eligible for gratuity as per the Gratuity Act 1972 which mandates that an employee has to serve minimum of 5 years to be eligible for the same.

Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

REF:HR - 05-04-000277/24

27 March 2023

Offer Letter

To,
Arjun Saiju
#10 Arjun, Sampanna Layout, Near RK Hospital, Kammanahalli,
North Bengaluru, St.Thomas Town, Karnataka-560084

Dear Arjun,

Congratulations! We are pleased to inform you that you have been selected to work for Mitsogo Technologies Pvt Ltd at its Chennai Branch. We are delighted to make you the following job offer:

Designation:	Product Evangelist
CTC Per Annum:	4,00,000/- (Rupees Four Lakhs Only) + Benefits
Working Hours:	Regular Shift
Working Day:	Monday – Friday
Type of Employment:	Permanent



mitsogo

Mitsogo Technologies Pvt Ltd has the complete right to change the above-mentioned Employment terms and conditions at any point of time during your employment tenure with the company based on business needs. There will be a probationary period of 6 Months during which your performance and suitability for the employment will be evaluated.

You will be provided training at Mitsogo pursuant to the Training Agreement that will be shared with you. The notice period for both you and Mitsogo Technologies Pvt Ltd is 02 Months (60 Days). The detailed appointment letter will be provided at the time of joining.

We are confident that you will be able to make a significant contribution to the success of Mitsogo Technologies Pvt Ltd. We are looking forward to working with you.

Yours sincerely,

Velayuthem K

Recruitment Lead

HR and Recruitment

Mitsogo Technologies Pvt. Ltd.

0484 – 2974545

Mitsogo Technologies Private
CIN: U72200KL2013PTC034505
www.mitsogo.com, info@mitsogo.com
+91-484-2974545

Registered Office:
Wing 2, 5th floor, Jyothirmaya IT Building
Infopark Kochi- Phase II, Brahmapuram P.O
Kerala 682303

Annexure

Name : Arjun Saiju
Designation : Product Evangelist
CTC : 4,00,000/- + Benefits

Salary Break Up:

Compensation Package		
Salary Components	Annual	Monthly
Basic	160,000	13,333
HRA	80,000	6,667
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Other Allowance	104,200	8,683
Gross Pay	378,400	31,533
EPF	21,600	1,800
CTC	400,000	33,333

Note:

1. You will be covered under the Employee Provident Fund Scheme from the date of joining. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and equal amount will be deducted from your salary as your contribution towards the fund.
2. TDS will be deducted as per Income Tax Rules, if applicable.
3. Professional Tax will be deducted as per the act.



675 9th Main Rd
Sector 7, HSR Layout
Bangalore, Karnataka
560103
support@codeyoung.com

Engagement Agreement

05 April, 2023

Name: Arjun Saiju,

Email: punithgthirthamca712023@gmail.com

Phone: +91 6362564009

Dear Arjun Saiju,

Letter of Appointment

Private and confidential

We are pleased to confirm your offer of engagement with Smart Owl Education Pvt. Ltd. (the Company) as an Online Mentor in the Codeyoung team. The Company will employ you on a contract basis in that position, or any other similar position, however, titled, that may be Required by the Company from time to time in accordance with its business needs.

1. **Date of commencement**
Your commencement date is 11th April, 2023.
A) You'll be live once you clear the final mock after the training process only
B) Your salary will be calculated from the day you start taking your first demo.
2. **Employer**
 - a) If you accept our offer of engagement, your employer will be the Company.
 - b) You will initially report to Kushal Yadav You may report to other people or positions temporarily or on a permanent basis depending on the needs of the Company.
3. **Duration of Contract**
This contract is valid for six months from the commencement date. The contract will then be on a rolling month by month basis from thereon.
4. **Statement of duties**
The duties performed in your position of an Online Mentor are as follows:
 - a) You have to conduct a minimum of 24 online classes per week exempted only if the company is unable to provide enough teaching opportunities.

- b) You will have to give 4 hours a day, no week off on Saturday, Sunday, Monday in work other than teaching like contributing in pedagogy (paid separately) and get involved in positive discussions. One week off is compulsory, that will be on Tuesday.

You agree that during your engagement you will, in addition to any other obligations you have to us:

- a) Adopt a professional and courteous attitude to other employees/contractors and customers at all times;
- b) Comply with the Company's policies and procedures as amended from time to time;
- c) Promote and protect the Company's interests;
- d) Behave in a way that is consistent with the commercial and ethical standards of your role;
- e) Keep your manager informed of any issue you become aware of that could harm the Company's interests;
- f) Avoid any activity that is in conflict with the Company's interests.

5. Remuneration

- a) Your base engagement fee will be

Country	(US SHIFT)
Timings	9:30 pm to 6:30 am
CTC	500000/-

- b) This will be paid monthly, by electronic funds transfer into your nominated account.
- c) Upon termination of your engagement, you authorize us to deduct from your final pay any amount you owe us.
- d) Your Base Engagement Fee will be paid into your bank account on 10th of each month.
- e) If anyone leaves before contract period, No certificate will be given.
- f) Salary will be given after completion of NOTICE PERIOD (1MONTH), with completion of 6MONTHS.

6. Prohibited activities

You agree, following the end of your engagement with us, that you, will:

- i. undertake not to contact or approach in any way or have any professional involvement with any of the current or former customers of the Company (with whom you had direct contact with during the 12 months preceding the end of your engagement);
- ii. undertake to not communicate to customers through any other channels or credentials other than directed by the company;
- iii. undertake not to contact or approach, with the intention of soliciting away from the Company, any of the current employees, consultants or officers of the Company (with whom you had direct contact with during the 12 months preceding the end of your engagement);
- iv. undertake not to participate in, engage in, assist with or be directly involved with a business or operation that is in competition with, or is substantially similar to the products or services that the Company provides.

7. Changes to the engagement agreement

Your role, levels of responsibility, reporting lines, work location and your engagement fee may be changed by the Company from time to time. Despite these changes, this agreement will continue to operate in full force, unless a new written agreement is implemented.

8. Termination of engagement

A. Summary termination

- i. The Company may terminate your engagement with immediate effect by giving written notice to you if at any time you engage in serious misconduct, which includes, but is not limited to:
 - a) fraud;
 - b) conviction of a criminal offence;
 - c) theft;
 - d) intentional continued disobedience;
 - e) dishonesty;
 - f) serious or persistent neglect;
 - g) sexual or racial harassment or vilification or any form of unlawful discrimination or bullying or intimidation at work;
 - h) willfully damaging or misusing any Company property including deliberately misusing or damaging the Company's business, business relationships, employee relationships, good name, goodwill, tools, equipment, goods, property or resources.
 - i) losing or failing to obtain any necessary clearance, qualification or permit that is essential to your position, including security and police clearances;
 - j) the breach of a material term of this agreement which is not remedied within seven days of receiving written notice from the Company specifying the breach and requiring it to be remedied; or
 - k) acting in a manner which, in the reasonable opinion of the Company, will detrimentally affect the Company or its reputation.
- ii. If your engagement is terminated under this clause, the Company will not be obliged to pay you any money other than the following, calculated at the date your engagement comes to an end:
 - a) any accrued engagement fee to which you are entitled;
 - b) any amount to which you are entitled in lieu of unused annual leave; and
 - c) any amount to which you are entitled under the relevant long service leave legislation.

B. Termination with notice

- i. Either party may terminate this Agreement by giving the other party 2 weeks' written notice given you are completing all the batches assigned to you.
- ii. The Company may, at its discretion, at the outset or during any period of notice:
 - a) brings the engagement to an immediate end by making a payment in lieu of any remaining notice period; and/or
 - b) require that you do not attend work or have any contact with employees, customers or suppliers of the Company for the remainder of that notice period.

9. Amendment

Unless stated to the contrary in this agreement, this Agreement may only be amended in writing and executed by both parties.

Loss or Damage to material : The responsibility of care of the Kit provided and the risk of loss of or damage to Kit caused lies with you during the period of contract. If the equipment is lost, stolen or damaged during the period of contract, you will be responsible for the repair or replacement thereof. These costs for repair or replacement shall not exceed the Unit Cost of the Kit.

=====

Ownership of Content: Any and all of the content displayed, included in, or made available for use on the Website or through the Services, including but not limited to any and all text, graphics, logos, photographs, button icons, images, moving images, sound, illustrations, data downloads, data compilations and software ("Content"), are explicitly owned by Codeyoung, our licensors, vendors, and/or agents and may strictly protected by copyright, trademark and/or patent laws. You shall not use, copy, reproduce, publish, upload, post, display, perform, transmit, distribute, modify, license, create duplicate works therefrom, attempt to transfer or sell any of the Content in any way, including methods through advertising or attempting to distribute the content and/or materials on this Website or the Curriculum, or through any other website or social media platform, without our prior express written consent.

=====

Minimum period of Employment : The Candidate acknowledges that substantial costs and time will be invested on hi/her for training him/her specifically for effectively handling the job responsibilities and any discontinuance of the employment before the expiry of the 6 months (Six months) term would unfairly prejudice the company, and as such, the Candidate undertakes not to leave the services of Codeyoung, for any reason whatsoever, for a minimum period of 6 months (Six months) from the date of his/her joining the services of the Company.

Any separate Agreement entered between the Candidate and the Company, elaborating this Clause, shall be construed as part of this Contract and shall be fully binding on both the Parties.

10. Law

This Agreement is governed by the laws of Karnataka, Bangalore. The parties irrevocably and unconditionally submit to the non-exclusive jurisdiction of courts exercising jurisdiction there.

11. Acceptance of offer

Please sign the duplicate copy of this agreement to signify your understanding and acceptance of the terms and conditions of this offer of engagement with the Company, and return it to Shailendra Dhakad.

I look forward to welcoming you to the Codeyoung Team and look forward to the positive contribution you will make to our business.

Yours sincerely

Shailendra Dhakad

Director

Signed

Date

Acceptance of the offer of engagement

I, Arjun Saiju, agree to the terms and conditions of the offer of engagement with Smart Owl Pvt. Ltd. that are set out in this agreement. I confirm that I have read and understood all of the terms and conditions contained in this agreement.

Signed

Date



Letter of Intent (LOI)

10

Superset ID: 3631628

Date: November 25, 2022

Dear Aswin Ravindran,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

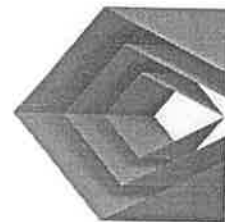
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Mu Sigma

Date: March 28, 2023

S Eshwara Varun
Candidate ID: C20231646
Institute: The Oxford College of Engineering

Dear Eshwara,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309



Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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IN: U74140KA2005PTC036309



Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated at a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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IN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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CIN: U74140KA2005PTC036309

- Compose
- Inbox 10
- Starred
- Snooded
- Important
- Sent
- Drafts 101
- Categories
- More

Labels

- Follow up
- Junk E-mail
- Misc
- Placement offer letter 2...
- Priority
- TOCE Placement
- More

Sarang Ayachit

Human Resources (RBIN/HRL5-M)
 Robert Bosch GmbH | Postfach 10 60 50 | 70049 Stuttgart | GERMANY | www.bosch.com
 Tel. +91 80 6752-6566 | Mobile +91 960 6054441 | Fax +91 80 6752-0 | Sarang.Ayachit@ln.bosch.com

Registered Office: Stuttgart, Registration Court, Amtsgericht Stuttgart, HRB 14000.
 Chairman of the Supervisory Board: Prof. Dr. Stefan Auerknechtbauer; Managing Directors: Dr. Stefan Harburg,
 Dr. Christian Plescher, Fritz Albrecht, Dr. Markus Forstner, Dr. Markus Heyn, Rolf Nijst



Ayachit Sarang (RBIN/HRL2) <Sarang.Ayachit@ln.bosch.com>
 to me, shabbich@hiremee.co.in, Niyas

Dear Placement team,

Please find the results from the interview below

Kindly block the selects for us. We will confirm the waitlist by Jun'23

Name	Gender	Email id	Contact no.	College A
Somesh S Ghatage	Male	somghatage@gmail.com	9819971740	The Oxfo
Ganesh S	Male	ganeshshiva347@gmail.com	7619112184	The Oxfo
ADITHYA K	Male	adithya079921@gmail.com	8217650803	The Oxfo



placement oxford <placements@theoxford.edu>
 to Ayachit, shabbich@hiremee.co.in, Niyas

Respected Sarang sir,

Greetings!

Thank You so much for the information. We are blocking these students for BOSCH. We will not allow these 3

Thanks and Regards,

Letter of Intent (LOI)

Superset ID: 3632194

Date: November 25, 2022

Dear GIRIDHAR P M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

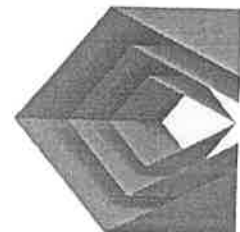
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



27th Feb 2023

Mr. Manoj Yadav S
The Oxford College of Engineering, Bengaluru

Dear Manoj Yadav S,

This is with reference to the conversations and interviews you had with Paprika Maps Pvt. Ltd. (the "Company"). We are pleased to make an Internship cum Pre-Placement offer to you for the role of *Management Trainee - Customer Success* with the Company. This is a full-time engagement and your tenure with the Company will commence on 6th March 2023 ("Appointment Date").

Please read through this Letter carefully and indicate your acceptance of these terms by signing and returning a copy of this letter.

1. Your Position

You will be engaged on the terms and conditions in this Letter, in the role of *Management Trainee - Customer Success*. During the term of your engagement, you will report to the Sr Manager- G&A or any other person as may be communicated from time to time.

A description of your duties and responsibilities as is attached as Annexure – A to this Letter.

2. Location

The location of your work will be Bangalore. You may, however, be transferred to another place in India or abroad whether in existence or coming into existence hereafter, either at the place of posting or any other place where the Company may establish / open its branch office(s) later on. You may also be sent on deputation at any place in India at the Company's discretion. The Company may also offer you the option to "Work from Home" in accordance with the Company's policies.

3. Hours of work

As this is a full-time role, you will be required to devote substantially the whole of your time and attention during ordinary business hours, or as required by the role, to the performance of your duties. You will be governed by the normal working hours of the Company on all days of the week except those that are observed as the weekly holidays by the Company. At times, at the discretion of your immediate reporting manager, working hours may be altered as mutually agreed upon.

You will not be entitled to receive any additional remuneration for work performed outside of the ordinary business hours of the organization.

4. Remuneration

Your fixed stipend (remuneration) will be INR 5,000 -10,000 per month. In addition,

The Company reserves the right to withhold any and all amounts from your stipend for the purposes of any statutory deductions and taxes.

The stipend will be paid monthly by deposit into a nominated account in accordance with the Company's policies.

In addition to the fixed stipend mentioned above, your opportunity to earn (OTE) includes a performance-based incentive ("Incentive Pay") subject to your achieving sales and performance targets outlined by the

Company from time to time. Incentive pay is contingent on pre-agreed performance criteria in line with the Company's business plan at the beginning of each variable pay period. The payment of any incentive (whether in cash or in other form) shall be at the absolute discretion of the Company, and you shall not have any right whatsoever to have any claim, either in law or equity, in respect of any bonus, royalty, commission and/or incentive, even if such payment was made repeatedly and without any explicit reservation as to its voluntary nature.

The Company reserves the right to withhold any bonus or award or withdraw any such payment at any time.

Subject to your performance, the Internship Offer will be formalised as a final placement offer with an annual Cost to Company (CTC) remuneration of Rs.3,50,000 Rupees (Three Lakhs Fifty Thousand only). The details of this remuneration and related incentive plans will be provided to you at the time of the formal offer.

5. Probation

You will be on probation for a minimum of 3 (three) months from the Appointment Date. Your probation period may be extended by the Company at its sole discretion. Your tenure with the Company will be confirmed only after your completion of the probationary/extended probationary period in accordance with the expectations of the Company.

During your probation/extended probation period, the notice period for termination of your employment by either Party will be 30 (thirty) days or payment of one month's stipend in lieu thereof.

6. Leave

You will be entitled to leave in accordance with the applicable laws and leave policy of the Company.

You understand and agree that leave can be taken only on explicit sanction and permission of your reporting manager. Both unsanctioned leave taken by you without just cause, or extension of leave without permission from the Company, shall be treated as misconduct and the Company reserves the right to take appropriate action, including but not limited to making appropriate deductions to your CTC in accordance with the Company's policies and/or termination of your employment with the Company.

7. Company Policies

You agree that the Company's policies, as amended or replaced from time to time, shall be binding on you but shall not form part of the employment contract. You agree to adhere strictly to the Company's service rules, policies, guidelines, instructions and regulations at all times. You agree that the Company will have the right to take any and all action as it may deem fit in the circumstance you violate or fail to adhere to the same.

8. Increments and Promotions

You understand and agree that any and all revisions to your CTC will be conducted in accordance with the sole discretion, policies, rules and decisions of the Company. Similarly, promotions will be offered in accordance with the sole discretion, policies, rules and decisions of the Company.

9. Personal Information

You are required to keep the Company informed of any change in your personal particulars provided to the Company at the time of your joining, such as your residential address/correspondence address, contact phone numbers, contact persons in case of emergency and their telephone numbers, etc. In the circumstance you misrepresent any personal information that you are required to provide to the Company, the Company reserves the right to immediately terminate your employment without any liability.

10. Confidentiality

You will be required to maintain confidentiality of any and all information disclosed to you by the Company and/or its customers and clients. You will be required to enter into a Non-Disclosure Agreement with the Company on the date of your joining. You agree to adhere strictly to the Non-Disclosure Agreement as well as any other confidentiality agreements/non-disclosure agreements that you have signed in accordance with the instructions of the Company.

11. Intellectual Property

"Intellectual Property" includes, irrespective of whether registered or not (i) all copyrightable works, all copyrights including moral rights, and all applications, registrations and renewals in connection therewith; (ii) all computer software (including data and related documentation) code, machine code, source code, related documentation, graphics, images, designs, logos, programs, layouts and specifications; (iii) all inventions (whether patentable or unpatentable and whether or not reduced to practice), all improvements thereto, and all patents, patent applications, and patent disclosures, together with all re-issuances, continuations, continuations-in-part, revisions, extensions and re-examinations thereof; (iv) all other proprietary rights of whatsoever description whether or not protected and whether or not capable of protection, and (v) all designs, including features of shape, configuration, pattern, ornament or composition of lines or colors applied to any article whether in two dimensional or three dimensional or in both forms, and all copies and tangible embodiments thereof regardless of form and medium.

"Intellectual Property Rights" means any and all rights held by or that may be registered in the name of the Company in relation to any Intellectual Property.

You will not decompile, disassemble, reverse engineer, tamper or engage in the conduct of any such activities with respect to any Intellectual Property or Intellectual Property Rights of the Company that have been developed on or before the Appointment Date or that is developed subsequently, or disclose the fact of existence, nature or constituents of the Intellectual Property to any person unless authorized to do so by the Company in writing.

You agree that any inventions, designs, developments, improvements, reports, manuals, papers or any other form of publication containing information relating to the products or services of the Company or related to the business and affairs of the Company that you may produce or formulate or with which you are concerned during your employment, shall be freely communicated to the Company, and shall be and remain the sole property of the Company. Any Intellectual Property developed by you during the term of your employment with the Company will stand automatically assigned and transferred to the Company and you will waive any and all rights thereto or therein (including any and all moral rights). You will help the Company in procuring any registration of such Intellectual Property or Intellectual Property Rights in the name of the Company.

You agree to waive all rights granted by Section 57 of the Indian Copyright Act 1957, which may vest in you, whether during or subsequent to the expiry of the term of your employment with the Company, in connection with your authorship of any copyrightable works created in the course of your employment, with all proprietary rights in such works belonging solely to the Company.

12. Non-Solicitation

You agree that during the term of your engagement with the Company and for a period of 24 (twenty four) months after the termination of your engagement you will not, directly or indirectly, (including but not limited to, whether in your own capacity or in conjunction with or on behalf of any person as a consultant or, adviser or shareholder or contractor or director or lender of any such person or through an affiliate):

- a) Solicit any person who is or has been a client or customer of the Company for the purpose of offering to that person goods or services that are similar to or which compete with those offered by the Company.

ANNEXURE - A

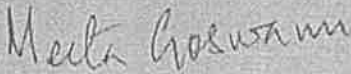
Duties and Responsibilities: Management Trainee - Customer Success

- Post-Sale Key Account Management for Enterprises and Institutions
- Pre-sales conversations as required
- Point of contact for the sales teams on issues and queries needing internal resolution
- Engaging with team members to drive on-boarding of candidates from non-current batches
- Tracking competitor activities for fine tuning selling/ marketing strategies
- Well-developed written and verbal communication skills
- Good time management skills and ability to juggle between tasks
- Ability to work individually as well as in a team setup

- b. Post confirmation of your employment with the Company, either party may terminate your employment by providing written notice of 2 (Two) months (or payment in lieu of notice) to the other party. You will not be entitled to avail of any leaves during your notice period.
- c. Notwithstanding sub-clauses (a) and (b) above, the company may terminate this agreement by notice effective immediately without payment (except salary accrued to the date of termination) where you have: (i) breached any terms of your employment with the Company; (ii) committed an act of willful or serious default or misconduct; (iii) committed an act of gross negligence; or (iv) you are in breach of any Non - Disclosure Agreements entered into with the Company and/or its customers/clients.

Kindly sign the duplicate copy of this letter in acceptance of the above terms.

Yours sincerely,



Meeta Goswami
Co-Founder & Director Product Strategy,
Paprika Maps Pvt. Ltd

I, Manoj Yadav S, accept and agree to the proposed terms of the Pre-Placement cum Internship offer set out above.

(Signature) _____

Date:



The Oxford Educational Institutions . <hodplacements@theoxford.edu>

M/S Stratogent results.

Department of HRD & Placements <placement@rgit.ac.in>

Tue, Feb 14, 2023 at 9:04 AM

To: principal@drtil.org, Syed Ariff <drsyedariff@gmail.com>, nagaraja_rn@yahoo.co.in, SATHYAVATHI T K <tkathyavathi@gmail.com>, principal@hkbk.edu.in, TC Manjunath <tcmajunath@gmail.com>, doctor_tcmajunath@yahoo.com, info.hmsit@gmail.com, lrj_hmsit@rediffmail.com, icca304@yahoo.com, Dinesh Shenoy <dinesh.shenoy5@gmail.com>, dsrajendraprasad@yahoo.co.in, iitbang@hotmail.com, azeem06@gmail.com, Noor Ahmed <nmoorahmed@gmail.com>, islamiahexam@gmail.com, principal@sjbit.edu.in, principalofsbit@gmail.com, sjbitexam@gmail.com, kvmprashanth@sjbit.edu.in, jssatebprincipal@jssateb.ac.in, "Placement Seacet" <placement.seacet@gmail.com>, Cc:, contactbalan@gmail.com, sambhram_placements@yahoo.com, sambhramplacements@sambhram.org, placement.kil@gmail.com, placement@sssec.ac.in, jvitplacement@gmail.com, savithakonna@yahoo.co.in, placementsgce@quepasa.com, harshitadas@hotmail.com, sunithaoxford@yahoo.com, harshitadas@rediffmail.com, hmsit_placoment1997@rediffmail.com, placement.vkll@yahoo.in, placementofficer@newhorizonindia.edu, atriplacements@gmail.com, placements@dscengineering.org, principaljvit@gmail.com, pachi.jvit@yahoo.com, knsit_placement@rediffmail.com, jnanavikas@gmail.com, placements_srsit@yahoo.com, bnmitplacement@gmail.com, cityengg_placement@yahoo.co.in, placement.iit@gmail.com, Prasanna.Inamdar@niit.com, knsit.hr@gmail.com, vkitplacements@yahoo.com, atri_placement@rediffmail.com, bgsitplacementcell@ " <principaljvit@gmail.com>, esksrivastava@yahoo.co.in, ramamurthy palanikrishnaiyer <directorjvit@gmail.com>, "Dr.S.N Sridhar" <principal@ksgi.ac.in>, "Dr. S.N. Sridhara" <principal.ksgi.bangalore@gmail.com>, Kssem Principal <principal@kssem.edu.in>, hema srinivas <hmsrns@yahoo.com>, principal <principal@kittipur.ac.in>, principal@knsit.com, T V Govindaraju <principal.ksit@gmail.com>, v.r.manjunath@excite.com, office.ksit@gmail.com, skit1princi@gmail.com, manjunath a <manjuprinci@gmail.com>, principal@skit.org.in, principal1@msec.ac.in, Principal Msec <principal@msec.ac.in>, badarinarayan62@gmail.com, principalengg@mvjce.edu.in, bakesu@yahoo.com, registrar@mvjce.edu.in, establishment@mvjce.edu.in, sy_kul@yahoo.com, principal@sirmvit.edu, Sirmvit bgl <sirmvitbgl@gmail.com>, engprincipal@theoxford.edu, gtraju1990@yahoo.com, Dr NAGARAJ R <nagaraj.ramrao@gmail.com>, engadmin@theoxford.edu, pesse_principal@yahoo.com, pesse_director@yahoo.com, principal@pes.edu, Shiva Kumar <shivasparadise@gmail.com>, shiva_paradise@rediffmail.com, principal@srsect.edu.in, narayanadoddapattar@gmail.com, krishnarao t <krishnarao@rediffmail.com>, "Dr. Jayaprasad M" <principal@rgit.ac.in>, bsmanjunath@gmail.com, hbp raj <rgmp12@gmail.com>, rgitprincipal@gmail.com, Principal RRIT <rritprincipal@gmail.com>, drmkumuralidhara mkm <drmkumuralidhara@gmail.com>, mkm_1954@yahoo.co.in, principal_rljit@rediffmail.com, rljit_engg@rediffmail.com, rljiteams@gmail.com, principalalexam12@gmail.com, principal@rnsit.ac.in, "Venkatesha M. K." <mkvenkatesha@gmail.com>, Raghavendra n a <sri.raaya08@gmail.com>, Rithesh Hojamady <rithesh_k@yahoo.co.in>, principal@rrce.org, balakrishna@rrce.org, "NANJEGOWDA .V N. GOWDA" <ngsh061@gmail.com>, msbshekar@yahoo.com, office@rrce.org, principal@sssec.ac.in, govindaraju_tv@yahoo.com, rajurama27@hotmail.com, principal@sapthagiri.edu.in, Puttamadappa C <puttamadappa@gmail.com>, puttamadappa@hotmail.com, PRINCIPAL SIT <principal@sit.ac.in>, sksittum@yahoo.com, sjcit1@rediffmail.com, tmk_gowda@yahoo.co.in, principalsjcit1986@gmail.com, 01skresults@gmail.com, Shashidhar Ramatal <principalgskstji@gmail.com>, suma raj <sk98suma@gmail.com>, principal.seacet@seaedu.ac.in, srikumarsrinagar@gmail.com, principal.seacet@gmail.com, seacetadmin@gmail.com, sait@sambhram.org, ckgowda@hotmail.com, ckgowda@gmail.com, echodsait@yahoo.co.in, Mantesh Angadi <mantu.siet@gmail.com>, principal.rvitm@rvei.edu.in, vikramv.rvitm@rvei.edu.in, harsha.s@hotmail.com, "Cc:" <vtu@shrideviengineering.org>, info@shrideviengineering.org, nalinaniranjan@hotmail.com, brundavan education <brundavaneducation@gmail.com>, sanjay pande <akroop99@gmail.com>, Sampoorna_naidu@rediffmail.com, tjitprincipal@tjohngroup.com, shivannagowda padmanabha <padduraj2000@gmail.com>, parameswarik@tjohngroup.com, raghavendra@tjohngroup.com, Principal@svit.co.in, Ramachandra h d <hdramu@gmail.com>, svit64@gmail.com, principal@svcengg.com, principal@svcengg.edu.in, ao@svcengg.com, ao@svcengg.edu.in, principal@vemanait.edu.in, drpgreddy@yahoo.com, Vemana Reddy <vemanait@gmail.com>, vvit2009@gmail.com, harsha sreedhar <harshasre@gmail.com>, Abhi Raj <abl.sk424@gmail.com>, VKIT Principal <vkitprincipal@gmail.com>, bangara setty Shankarananda <bsnanda2000@gmail.com>, vkitadm@gmail.com, principalvdi@yahoo.com, keshava_uvce@yahoo.com, Ydit Raghuvanahalli <officeydit@gmail.com>, Mahendra Kv <principaljyothyit@gmail.com>, Mahendra K V <mahendrakv@gmail.com>, drmahendrakv@rediffmail.com, Lakshmikantha Br <principaldsatm@gmail.com>, B R Lakshmikantha <brlakshmikantha@gmail.com>, socpri dsatm <socpridsatm@gmail.com>, shivarudrags@yahoo.co.in, Spce College <spcengg12@gmail.com>, admin@spcedu.co.in, directorbmsa@gmail.com, Achutha Shivaramu <achutha@gmail.com>, Shibu H <scebBangalore@gmail.com>, m_siddhesh@yahoo.com, vibasipanchi@yahoo.co.in, sorob_4@vtu.ac.in, Krsac Mtech <krsacmtech2012@gmail.com>, laxmikantha_bp@rediffmail.com, krsac_gok@yahoo.co.in, vlurob@rediffmail.com, principal.aif.t@gmail.com, umabhuvantpt@gmail.com, raju_bhuvan@yahoo.com, r.nagaraja@yahoo.com, sathyavathi.gt@gmail.com, aibprincipal@gmail.com, udayakumar.krishnappa@gmail.com, principal.nc@cambridge.edu.in, kesavame@gmail.com, dasappa0909@gmail.com, principal.ewce@gmail.com, principal@sjcit.ac.in, principal@rvca.in, acs.exam@gmail.com, msvgi@yahoo.com, info@srivvit.com, madhugowda@hotmail.com, aksatheeshbabu@gmail.com, principal@gat.ac.in, tjitoffice@tjohngroup.com, Principal Sairam Bengaluru <principal@sairamcc.edu.in>, ganesan.t485@gmail.com, Athmanand N <athmavtu@gmail.com>, rabilalm@yahoo.co.in, Sowmya P <sowmyapnr@gmail.com>.

exams@drillt.edu.in, PGBangalore@vtu.ac.in, Vtu Cpgsb <vtucpgsb@gmail.com>, vtubl2020@gmail.com, shivu.cm@gmail.com, principalsbittiptur@gmail.com, vinodkumar.gm@gmail.com, prashanthreddy@gmail.com, shobhabn.rvitm@rvcl.edu.in, ravihtalawar.vtu@gmail.com, pankajavtubng@gmail.com, gayalirikambham@yahoo.com, TPO@atria.edu, Placement Officer <placement@rgit.ac.in>, guru raj <kkgr26@gmail.com>, usha.r@cambridge.edu.in, HRD RLJIT <hrd.rlj@gmail.com>, placement epcet <placement@eastpoint.ac.in>, svceplacements@svceengg.edu.in, Placements Cell NCET <placements@ncetmail.com>, hpparam@gmail.com, placements@sambhram.org, santhosh Kumar <tapc@msec.ac.in>, tpo@saividya.ac.in, bhanurekha77@gmail.com, Jayathirtha Vg <vg.jayathirtha@gmail.com>, "The Oxford Educational Institutions ." <hodplacements@theoxford.edu>, "Mr. Khan M Visweswaraiyah Institute of Technology MVIT" <khanshk@rediffmail.com>, VTU <placement@vtu.ac.in>, "bgsitplacementcell@atria_placement@rediffmail.com", placement@atria.edu <placement@atria.edu>, HKBK <savithakonna@yahoo.co.in>, New Horizon COE <tpo@newhorizonindia.edu>, skitplacement@yahoo.com <skitplacement@yahoo.com>, skitplacement2008@yahoo.com, director.placements@acharya.ac.in, vithal kulkarni <vnk38@yahoo.co.in>, hrd1.sjbit@gmail.com, hnananth <hnananth@dbit.co.in>, placement_rgityahoo.co.in, pesitplacement@yahoo.com <pesitplacement@yahoo.com>, kssridhar@pes.edu, Gurudatt JSSATE <jss_svg@yahoo.com>, sri56@rediffmail.com, sridhara saligrama n <rnsit.hrmanager@gmail.com>, rnsit.tpo <rnsit.tpo@gmail.com>, placement@apsce.ac.in, Svce Svce <svce.po@gmail.com>, Syed Asdullah YDIT <syedasadullah@yahoo.com>, sasadullah1@rediffmail.com, <placement@apsce.ac.in>, rnsit.hrm@gmail.com, Jayasheel Prasad <jayasheel.p@gmail.com>, "Mr. Bharath Raj Bantwal" <cfcgsb_cgcbllr@gitam.edu>, placement@nie.ac.in, shivasagar_placement@mitmysore.in, placement@mitt.edu.in, vnceplacement@vnce.ac.in

Dear Professors,

PFA the excel book with results from each college in separate sheets.

The SL students have been categorized into Pref 1, Pref 2 and Pref 3 in the last column.

We will be considering only the Pref 1 and Pref 2 students.

In case there is a shortfall or we have offer dropouts in the month of August/September then we will consider Pref 3.

Thanks so much for your support.

Kindly cascade the message to the colleges who have not received from me directly.

Also note that the individual students who have cleared based on their criteria would receive communications directly from company.

—
Thanks & Regards

Head - Corporate Relations
Department of Placement

RAJIV GANDHI INSTITUTE OF TECHNOLOGY
RGC CAMPUS, CHOLANAGAR, HEBBAL, R.T. NAGAR POST, BANGALORE-560032
E-mail : placement@rgit.ac.in
Website: www.rgcgroup.org/www.rgit.ac.in
Whats app : 9481028018 MOB : 9844157027

 Campus - Assessment Results (1).xlsx
756K

First Name	Last Name	Email Address	Gender
bhuvaneshwari	cm	bhuvaneshwaricmise2023@gmail.com	female
H SHIVANI		shivaniheee2023@gmail.com	FEMALE
Inchara	K S	incharaksbt2023@gmail.com	Female
Meghana	D	meghanadise2023@gmail.com	female
Prasannakumara		prasannakumaramca2023@gmail.com	Male
Rahul	Reddy D	contactrahul1704@gmail.com	Male
S Eshwara	Varun	eshwarvarun2001@gmail.com	Male
Saptha	Sree M	sapthasreemece2023@gmail.com	female
subhash	patil E	subhashpatil.e01@gmail.com	male
Vikas	S N	vikassnmca2023@gmail.com	MALE



Face Prep

MT

X 16

16

99

Compose

Mail

Inbox 4,104

Chat

Starred

Spaces

Snoozed

Sent

Meet

Drafts 45

More

Labels

General Aeronautics - 2...

Training Proposals 2021 ...

More

FACE Prep | Campus Recruitment - 2023 | Associate Trainer | The Oxfo



Campus Recruitment <campus@focusacademy.in>

to me

Dear Sir,

(PFB) The list and comments given by the candidates. Kindly discuss with the following candidates and

S No	Name	Primary Number	Email ID
1	Alekja P	9380138177	alekjiapise7023@gmail.com
2	Shashi Kumar S	8296499796	shashiise2023@gmail.com
3	Bharath Ganji	9538328221	bharathganjiise2023@gmail.com
4	Dhanush Reddy S	9380048356	dhanushreddyise2023@gmail.com
5	Inchazh K S	9620459573	inchazhksbt2023@gmail.com
6	Dheeraj Atri	8899235836	dheerajatriise2023@gmail.com
7	Arjun Sajju	8618108834	arjunajju1973@gmail.com
8	S Eshwara Varun	8088617923	eshwarivarun2001@gmail.com

Kindly do the needful.

--

Thanks
Srinivasan M

--

Best Regards,
HR Team

No. 12, Lakshmi Nagar, Thottipalayam Pirivu, (Off Avinashi Road), Coimbatore - 641 014

Mobile: +91 8667504572 8870124163 | Email: campus@focusacademy.inWebsite: www.focusacademy.in

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17

Letter of Intent (LOI)

Superset ID: 3625757

Date: November 25, 2022

Dear S Eshwara Varun,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

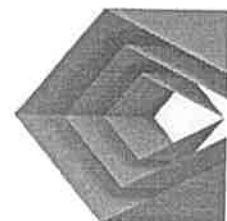
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Letter of Intent to Hire

To,
Sanjay Kumar

Date: 28 April 2023

Subject: Letter of Intent to Hire

Dear Sanjay Kumar,

It was great to e-meet you and discuss the role of BD Trainee for the Bangalore location in our company. We are pleased to let you know that we intend to hire you for this position for an internship program of 3 months with a stipend of INR 15,000/- monthly. On successful completion of an internship, you would be considered for a full-time employment with an annual CTC of INR 3 LPA

Based on your acceptance of this Letter of Intent to hire via email, our HR can release the formal offer letter along with the other pertinent details one month before your joining date.

We hope to receive a favorable response from you, and welcome you to our CIEL family soon.

Regards,



Aditya Mishra

MD & CEO

IEL HR Services Private Limited

No. 2802 (Broadway Building), 2nd & 3rd Floor, 27th Main Road, HSR Layout, Sector1,
Bangalore- 560102. Tel.: +91- 7816 000 111 Door No.41, Plot No.3726, Q Block, 6th
Avenue, Anna Nagar, Chennai -600 040. Tel.: +91- 44-4910 9999
(CIN:U74140TN2010PTC077095) E-mail: info@cielhr.com Web: www.cielhr.com



Letter of Intent (LOI)

19

Superset ID: 3613856

Date: November 25, 2022

Dear Shankar Utturi,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

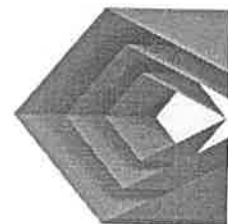
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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- 10
- Mail
- Compose
- Inbox 10
- Starred
- Snoozed
- Spaces
- Important
- Sent
- Meet
- Drafts 101
- Categories
- More

Labels

- Follow up
- Junk E-mail
- Misc
- Placement offer letter 2...
- Priority
- TOCE Placement
- More

Sarang Ayachit

Human Resources (RBIN/HRL5-M)
 Robert Bosch GmbH | Postfach 10 60 50 | 70049 Stuttgart | GERMANY | www.bosch.com
 Tel. +91 80 6752-6566 | Mobile +91 960 6054441 | Fax +91 80 6752-0 | Sarang.Ayachit@in.bosch.com

Registered Office: Stuttgart, Registration Court: Amtsgericht Stuttgart, HRB 14000;
 Chairman of the Supervisory Board: Prof. Dr. Stefan Asenkerschbaumer; Managing Directors: Dr. Stefan Hartung,
 Dr. Christian Fischer, Filiz Albrecht, Dr. Markus Forstner, Dr. Markus Heyn, Rolf Najork



Ayachit Sarang (RBIN/HRL2) <Sarang.Ayachit@in.bosch.com>
 to me, shabbir.h@hiremee.co.in, Niyas

Dear Placement team,

Please find the results from the interview below

Kindly block the selects for us. We will confirm the waitlist by Jun'23

Name	Gender	Email id	Contact no.	College N
Somesh S Ghalage	Male	somghataqerrt@gmail.com	9019971740	The Oxfo
Ganesh S	Male	ganeshshiva347@gmail.com	7619112184	The Oxfo
ADITHYA K	Male	adithya070921@gmail.com	8217650803	The Oxfo



placement oxford <placements@theoxford.edu>
 to Ayachit, shabbir.h@hiremee.co.in, Niyas

Respected Sarang sir,

Greetings!

Thank You so much for the information. We are blocking these students for BOSCH. We will not allow these 3

Thanks and Regards,

22



15-Feb-2023

Yathin Shetty N
USN: 1OX20MT406
Mechtronics (MT)
The oxford College Of Engineering
10th Milestone, Bommanahalli, Hosur Road,
Bengaluru, Karnataka 560068

Sub: Internship Offer

Dear Yathin,

We are happy to offer you an internship in our organization for a period of 6 months starting from 15-Feb-2023. You have to carry your own laptop and Internet connection for the internship. During the tenure of internship, you have to report to the line manager nominated by us.

Upon acceptance of internship offer, kindly sign the offer letter and send a scanned copy to us via email.

All the best!

Sincerely,

Name: DEEPAK KUMAR G
Designation: Director



End: Terms of Internship, ANNEXURE - I and ANNEXURE - II

Mechzephyr Engineering Pvt. Ltd.

Shed No.A 70, KSSIDC Bommasandra
Industrial Area Bangalore - 560099.

sales@vindsol.in | service@vindsol.in

080 2990 7077 / 90080 56699

www.vindsol.in

CIN : U31909KA2021PTC153544



TERMS OF INTERNSHIP



1. Date of Commencement of Internship: 15-Feb-2023
2. Duration of internship: As given In internship agreement
3. Stipend : Rs 14000 per month
4. Expectations from the intern:
 - a. Alignment to the core values of the organization
 - b. Willingness and an appetite for learning new things.
 - c. Showcase able results in assigned tasks during the internship.
5. Other benefits: Not applicable
6. Working days: Monday to Friday (compensation working days/training may be planned on Saturdays)
7. Work timings: 10.00 AM to 6.30 PM
8. Leaves: Leaves are subject to approval and have to be compensated based on business requirements,
 - a. Any planned leave requires prior information and approval from the line manager nominated by Mechzephyr Engineering Pvt Ltd
 - b. Any emergency/sick leave needs to be informed to the HR and line manager nominated by Mechzephyr Engineering Pvt Ltd before availing the same.
 - c. During the course of internship any leave taken will be considered as loss of pay
9. Internship completion certificate shall be provided only on completion of assigned tasks at the end of the internship period.
10. Any documentation done to present/submit in college needs to be reviewed and approved by the line manager nominated by Mechzephyr Engineering Pvt Ltd.
11. Termination: The internship shall be terminated if the Intern breaches any of the terms detailed in the internship agreement and non-disclosure agreement (ANNEXURE – I and ANNEXURE – II respectively)
12. Documents to submit (scanned copies)
 - a. Permission/Acceptance letter from college and College ID card
 - b. Educational certificates: 10th and 12th standard mark sheets and college mark sheets
 - c. Identity Proof (any two):
 - i. Driving license
 - ii. PAN card
 - iii. Passport iv. Aadhar Card
 - d. Passport size photographs (2 Nos.)

I, Yathin Shetty N, confirm that I am voluntarily accepting the internship offer and abide the terms of internship mentioned above.



Mechzephyr Engineering Pvt. Ltd.

Shed No.A 70, KSSIDC Bommasandra
Industrial Area Bangalore - 560099.

sales@vindsol.in | service@vindsol.in

080 2990 7077 / 90080 56699

www.vindsol.in

CIN : U31909KA2021PTC153544

Name & Signature of the Intern:

YATHIN SHETTY N
Date: 7/03/2023



Offer Letter

13-03-2023

Dear ABHILASH TRIPATHY, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as an Sales Executive L-1 based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 5,16,226** /- per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.



TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give one (1) months' notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving seven (7) days' notice or salary in lieu of such notice. The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to the company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to the company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limited to a laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the current or proposed business of the Group except on behalf of the Group, canvass or solicits business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;

B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest); or



C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise;

E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period (“**Existing Employee**”) to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;

F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment. G. approach, recruit or otherwise solicit Existing Employees to work for any other employer.

H. persuade any Person which is a vendor/consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.

I. The covenants in this Clause and the time and other limitations with respect thereto are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.

J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

K. Nothing herein contained shall affect the Employee’s non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group or after the termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.



A. Without prejudice to the generality of the foregoing, the Employee shall:

- a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.
- b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.
- c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.

C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.

D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.

F. In order to secure or preserve Confidential Information, the Company shall have the right at all timesto deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.



Your date of Joining is 15-08-2023.

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

Amit Kumar, Director

NoBroker Technologies Solutions Pvt. Ltd.

Note - This is a system -generated letter and does not require a signature.

Acceptance:

I, ABHILASH TRIPATHY have read, understood, and accept this offer of employment, as set forth above.

Signature:

Date:



ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,92,000	16,000
HRA	76,800	6,400
Special Allowance	39,494	3,291
Employer Contribution to PF	21,600	1,800
Fixed Pay	3,29,894	27,491
Performance Bonus	1,80,000	15,000
Total Fixed Pay and Performance bonus	5,09,894	42,491
Gratuity	6,332	
CTC	5,16,226	

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

**Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-), Meal Allowance (INR 2500 /-) & Income tax, if applicable.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.



Offer Letter

13-03-2023

Dear Sagar H M, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for like-minded people who can join our team and follow the leadership and be part of our culture of innovation.

Further to our discussion, we are pleased to invite you to join our team as a Sales Executive L-1 based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 5,16,226** /- per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.



TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give one (1) months' notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving seven (7) days' notice or salary in lieu of such notice. The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to the company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to the company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limited to a laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the current or proposed business of the Group except on behalf of the Group, canvass or solicits business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;

B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest); or



C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise;

E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period (“**Existing Employee**”) to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;

F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment. G. approach, recruit or otherwise solicit Existing Employees to work for any other employer.

H. persuade any Person which is a vendor/consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.

I. The covenants in this Clause and the time and other limitations with respect thereto are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.

J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

K. Nothing herein contained shall affect the Employee’s non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group or after the termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.



A. Without prejudice to the generality of the foregoing, the Employee shall:

- a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.
- b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.
- c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.

C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.

D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.

F. In order to secure or preserve Confidential Information, the Company shall have the right at all timesto deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.



Your date of Joining is 15-08-2023.

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

Amit Kumar, Director

NoBroker Technologies Solutions Pvt. Ltd.

Note - This is a system -generated letter and does not require a signature.

Acceptance:

I, Sagar H M. have read, understood, and accept this offer of employment, as set forth above. Signature: _____ Date: __



ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,92,000	16,000
HRA	76,800	6,400
Special Allowance	39,494	3,291
Employer Contribution to PF	21,600	1,800
Fixed Pay	3,29,894	27,491
Performance Bonus	1,80,000	15,000
Total Fixed Pay and Performance bonus	5,09,894	42,491
Gratuity	6,332	
CTC	5,16,226	

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

**Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-), Meal Allowance (INR 2500 /-) & Income tax, if applicable.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.



Address: _____

Sub: Letter of Intent

Dear akashnarayanaswamy,

Congratulations!

We are happy to inform you that we have decided to offer you the position of **“Associate Recruiter”** at our Bangalore office for our US Staffing Operations.

Please accept this as a formal offer letter from **Artech Infosystems Pvt. Ltd.**

You will be required to join us on **21st June’2023**. Your total cost to the company would be **INR 4,08,000 (Four Lakhs Eight Thousand only- Including Benefits) Per Annum**. You are entitled for a monthly pay of INR 25,000. During your training period of first 2 months, you will receive a stipend of INR 10,000 per month. Post successful completion of 2 months training, you will be eligible to receive a salary of INR 25,000 per month.

During your traineeship period of initial two months, you will be designated as “Trainee – RPO” and post successful completion of training as an “Associate Recruiter”.

You will be governed by the rules and regulation and such other practices, systems, procedures, and policies framed by the company from time to time. You will also be governed by the statutory laws enacted by the Local Authority/State or Central Government as applicable to you from time to time. You are advised to make yourself familiar with the company’s rules and policies.

We would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

Please carry all the original documents as listed below at the time of joining, along with one set of photocopy:

1. Copies of Certificates in support of your Qualifications
2. 5 Passport size photographs
3. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Passport, Credit Card with Photo)
4. Permanent and Local Address Proof
5. Pan Card Number and Copy
6. Aadhar Card Number

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have willfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Your appointment letter will be handed over to you once the background check is completed satisfactorily.

You are expected to serve the organization for a minimum period of 18 months or else a retribution amount of Rupees One Lakh (INR 1,00,000) would be imposed to recover the tangible and intangible cost incurred on you.

You are requested to sign and return a copy of this letter as a token of acceptance of the terms and conditions.

We welcome you to the Artech family and look forward to a long-term fruitful relationship.

Wishing you all the best!

Thanking You,
Yours Sincerely,
For Artech Infosystems Pvt. Ltd.
Sushant Singh Anand
(Sr. Manager- Human Resources)

Acknowledgment Letter

Company Profile:

Artech is the largest Women & Minority owned IT staffing firm in the US, with US\$ 725 million in annual revenues and a footprint across the globe. Artech was formed almost 3 decades ago and today, with commitment to providing best in class workforce solutions based on applied human intelligence, Artech works with over 85 Fortune 500 clients across USA, Canada, India, and China.

*At Artech, **we value human intelligence.***

We empower our teams to maximize the impact of their intellect, through a performance oriented, diverse, flexible, and inclusive work environment supported by our continuous learning and development focus.

Led by our visionary leadership, fuelled by our values, and driven by our combined intellect, our teams work with some of the largest Fortune 500 clients, defining industry benchmarks while optimizing their careers.

I am very pleased to accept the position of **Associate Recruiter - US IT Recruitment.**

I have attended the pre-placement presentation by Artech and have clearly understood the roles and responsibilities of the position along with the company's policies & benefits.

I am aware of the fact, that the job profile is in **Night shift** from **7:00 PM till 4:00 AM** or **9:00 PM till 6:00 AM.**

I acknowledge the fact that at the time of joining Artech, I will have to sign a **Service level agreement (SLA)** for a period of **18 months.**

I am excited to join Artech & look forward to a rewarding career ahead.

I accept the term & conditions stated above.

Thanking you,
Regards,

_____ (sign here)

Date: _____

College: _____



Mindtree

A Larsen & Toubro Group Company

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna
Vice President - Revenue Assurance

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, AKSHAYA T M, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	AKSHAYA T M

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : AKSHAYA T M

Competency : C1

Designation : ENGINEER

Stipend : INR 22,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 500 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Annexure 2

Compensation stack effective from the date of confirmation

Name : AKSHAYA T M

Competency : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	308,004
Bonus**	42,000
Annual Cost to Company	350,004

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.



Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 1 and 2, Service Agreement (Annexure 3) and Mindtree Kalinga Code of Conduct (Annexure 4). **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a Learning Advisory Document.



separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

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8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 350,004.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

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10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & fixed components (as applicable), in your compensation at the time of termination of your employment.

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10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

- a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.
- b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.
- c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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On the date of joining at Mindtree Kalinga Bhubaneswar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

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HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2023**Dear **Akshitha N**,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as “HCL” or “Company”**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2023** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure, BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential**HCL**

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

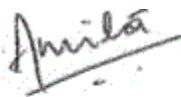
Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards

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Annexure 1**COMPENSATION PLAN**

Name	Akshitha N
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Bangalore.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

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You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL

S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official's (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. 	
<u>Things to Remember</u>	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. 	

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:





Location of HCL Onboarding Team for joining formalities:



S. No	Location	Address
-------	----------	---------

1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV**EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS**

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

-  Basic Salary
-  Monthly Allowances
-  Variable Pay
-  Retirals & Insurances Benefit

 **Disclaimer:**
 **Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.**

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!



16-Dec-2022

Dear Ambika.R,

We are pleased to inform you that you have been selected for internship with Micro Focus Software Solutions India Private Limited (the "Company" or "Micro Focus"), Bangalore from 05-Apr-2023 to 04-Oct-2023 for a period of Six months ("Internship") under the guidance and supervision of Ravi Kumar or any other as may be decided from time to time by the Company and as per the terms and conditions of this agreement ("Agreement"). Your location would be Bangalore, India.

The terms and conditions of this Agreement are as under:

A. Compensation:

During the tenure of your Internship, you will be paid a stipend of Rs. 20,000 per month subject to tax deductible at source under the applicable law. The payment of stipend shall depend on your continued presence during working hours at the location stipulated herein above.

B. Working Hours

You will be required to carry out your Internship duties at our office location for 40 hours a week including lunch break of one hour from Monday to Friday. However, you understand and agree that you will be required to put in additional hours depending upon exigencies of business as may be specified by the Company from time to time.

C. Leave:

1. You are eligible for 1 day leave per month during the period of Internship. Leave cannot be accumulated, encashed or carried forward during the internship period.
2. During your Internship period, leave of absence must be approved by manager in advance.
3. You must report any leave due to sickness or injury to the manager as soon as practically possible and submit medical certificate where the leave exceeds 3 continuous days.

D. Notice Period:

1. At any time during this period, either party may terminate this Agreement, with or without cause, by giving to the other a notice of one week in advance.
2. Without prejudice to and notwithstanding the above, your Internship with the Company hereunder may be terminated immediately by the Company without any requirement of prior notice and without incurring any obligation or liability towards termination, if at any time in the sole and absolute discretion of the Company.



E. General Terms and Conditions:

1. It is clearly understood that you are not, in any manner providing any service, to Micro Focus and that the payment of stipend shall not, in any manner, be construed or deemed to be consideration towards the services of employment rendered by you.
2. During the period of Internship, you will not be entitled to any of the privileges, statutory benefits, reimbursements or allowances enjoyed by the regular employees of Micro Focus.
3. You will be responsible for the safekeeping of all the Company's properties and return in good condition, all the Company's properties may be in your use, custody or charge when demanded or on termination of this Agreement.
4. During your Internship with the Company, you shall be bound by the Company's policies applicable from time to time and any violation may invite disciplinary action including immediate termination of this Agreement.
5. During your Internship period, you shall be obligated to compensate Micro Focus appropriately, in the event you cause any loss or damage to any property that is owned or leased by Micro Focus.
6. You understand that the Company shall not be responsible for any loss, theft or damage caused to your belongings or injuries/ impairment in health caused to you in any manner whatsoever during your Internship period.
7. This Agreement shall be governed and construed in accordance with laws in India.

F. Confidentiality:

1. During your Internship with the Company, you may come across certain confidential or proprietary information related to the business of the Company. You undertake not to disclose such information to any third party in any circumstances whatsoever.
2. You shall not publish your research / project report and about the Company in any form either in the social or mass media. Any generic report prepared by you with prior approval from your manager shall used strictly for academic purposes.
3. You shall maintain utmost confidentiality on any information that you may acquire during the internship period and sign the attached 'Agreement Regarding Confidential Information and Proprietary Developments' on or before the start of Internship.
4. During your Internship period, you shall not, copy, duplicate, decompile or translate any intellectual property of Micro Focus without appropriate authorization. You shall not take out any intellectual property belonging to Micro Focus, outside the workplace or Micro Focus's premises, without appropriate authorization from the supervisor.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.

Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.



Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

**US Export Controls on Technology Transfer
Micro Focus Employee Letter of Assurance**

I acknowledge that during my work for Micro Focus International PLC (MF) I may, directly or indirectly, receive or access software and/or technical data which MF has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. (15 CFR - Part 740.6 – License Exceptions TSR)

This list is subject to change without notice.

Armenia
Azerbaijan
Belarus
Cambodia
China (PRC)
Georgia
Iraq
Kazakhstan
Korea, North
Kyrgyzstan
Laos
Libya
Macau
Moldova
Mongolia
Russia
Tajikistan
Turkmenistan
Ukraine
Uzbekistan
Venezuela
Vietnam
Yemen
Cuba



Iran
Korea, North
Sudan
Syria

Agreement Regarding Confidential Information and Proprietary Developments

THIS CONFIDENTIALITY AGREEMENT (the "Agreement") is entered on this 16-Dec-2022 by and between **Micro Focus Software Solutions India Private Limited** (the "Company"), and Mr./Ms. Ambika.R ("Intern"). In consideration of the commencement of the internship and the stipend paid to the Intern, the Intern hereby acknowledges and agrees with the Company as follows:

1. General. During my internship with the Company, I may have access to and become familiar with various trade secrets, confidential and proprietary information, training, and/or customer contacts belonging to the Company, its affiliates and customers to assist me in performance of my duties. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company, unless such intern is compelled to disclose it by judicial process.

2. Confidential Information. This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public ("Confidential Information") which is acquired or produced by me in connection with my internship with the Company. The term "Confidential and Proprietary Information" means the following:

A. Company Internal Information which includes but is not limited to:

- i. customer information, such as any compilation of past, existing or prospective customers, customers' proposals or agreements between customers and status of customers' accounts or credit, or related information about actual or prospective customers, customer lists, knowledge of customer needs and preferences;
- ii. tax records, financial information, such as the Company's earnings, assets, debts, prices, pricing structure, estimates, volumes of customers,
- iii. employee/personnel database, any information or data pertaining to or in relation with the past and current employees of the Company;
- iv. transaction details such as names or address, terms of services, procurement requirements, contracts of particular transactions, or related information about potential customers; marketing information, such as details about ongoing or proposed marketing programs or agreements by or on behalf of the Company, projections, sales forecasts or results of marketing efforts or information about impending transactions;
- v. vendor and service provider information, prices and terms at which procurements are made by the Company.

B. Technical Information which includes but is not limited to:

- i. all technical data, information concerning databases, research, product plans, products, services, trade secrets or know-how,



- ii. information relating to developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, tooling, prototypes, sketches, models, drawings, samples;
- iii. information relating to trade secrets, confidential knowledge, data;
- iv. other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, data bases and any other original works of authorship.

C. Business Information which includes but is not limited to:

- i. business plans, mechanisms, business related functions, activities, business systems, processes and services;
- ii. trade secrets, business strategies, marketing strategies, methods of operation and market information;
- iii. other valuable information, confidential information and trade related information relating to the business and activities of the Company and useful or necessary for the success of the Company's business and activities;
- iv. I further certify that I have fully and completely complied with the terms of the Internship Agreement signed by me

3. Non-disclosure: Abiding by the Company Confidential Information Policy, I specifically agree that with regard to the following:

- a) to use such information only in the performance of Company duties;
- b) to hold such information in confidence and trust; and
- c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my internship with Company.

I further agree that any organizational information or staffing information learned by me in connection to my internship with the Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my internship with the Company. I further agree that I will not use or permit use of such as a means to recruit or solicit Company employees away from Company (either for myself or for others).

4. Proprietary Developments. This Agreement also concerns inventions and discoveries (whether patentable or not), designs, works of authorship, mask works, improvements, data, processes, computer programs and software ("Proprietary Developments") that are conceived or made by me alone or with others while I am interning with the Company and relate to the research and development or the business of Company, or result from work performed by me for Company, or that developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- a) to disclose them promptly to Company;
- b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- c) to assign any right of recovery for past damages to Company; and



d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the Company was used and which was developed entirely on my own time, unless (a) the invention relates (i) to the business of the Company or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the intern for the Company.

5. Respect for Rights of Former Employers. I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my internship with the Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

6. Work Product. The product of all work performed by me during and within the scope of my Company internship including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that the Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

7. Company Property. I undertake not to remove any Company property from Company premises without Company's permission. Upon the end of my internship with the Company, I will return all Company property to the Company unless the Company gives written permission to retain the same.

8. Protective Covenants. I agree that during my internship and for a period of twelve (12) months following the termination of my internship with the Company, I will abide by the following Protective Covenants:

- a) No Solicitation. I will not either in person or in conjunction with others knowingly solicit or induce or attempt to solicit or participate in soliciting or communicating with :
 - i) any customer of Company in pursuit of a Competing Line of Business ;
 - ii) Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company or work with me or any other person or entity; and
 - iii) Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company.

The above terms are defined as hereunder:



“Competitor” means an individual, corporation, other business entity or separately operated business unit of an entity that engages in a Competing Line of Business. “Competing Line of Business” includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). “Conflicting Business Activities” means job duties or other business-related activities in India or in any other country where the Company business units in which I work do business, or management or supervision of such job duties or business-related activities, if such job duties or business-related activities are the same as or similar to the job duties or business-related activities in which I participate or as to which I receive Confidential Information in the last two years of my internship with the Company.

“Company Employee” means an individual employed by or retained as a consultant to Company or its related corporations. “Company Supplier” means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

9. Enforcement. For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my internship with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

10. Relief and Extension. I understand that on violation of this Agreement including the Protective Covenants, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction; (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law; and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies which may apply. I agree that on violation of any provisions stated in the Protective Covenants, the time period will be extended by one day for each day of violation which may extend to a maximum time period originally prescribed for the same.

11. Severability, Authority for Revision, Assignment and Governing Law. The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I may have entered with Company relating to Confidential Information or Proprietary Developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be

assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

12. Acceptance by Company. A counterpart of this Agreement has been executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

13. Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company



Uttam Kumar Sanghi
APJ Talent Acquisition Leader

Signature:

Email: ambika012@gmail.com

Offer Letter

13-03-2023

Dear Arpita, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as an Sales Executive L-1 based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 5,16,226** /- per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.



TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give one (1) months' notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving seven (7) days' notice or salary in lieu of such notice. The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to the company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to the company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limited to a laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the current or proposed business of the Group except on behalf of the Group, canvass or solicits business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;

B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest); or



C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise;

E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period (“**Existing Employee**”) to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;

F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment. G. approach, recruit or otherwise solicit Existing Employees to work for any other employer.

H. persuade any Person which is a vendor/consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.

I. The covenants in this Clause and the time and other limitations with respect thereto are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.

J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

K. Nothing herein contained shall affect the Employee’s non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group or after the termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.



A. Without prejudice to the generality of the foregoing, the Employee shall:

- a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.
- b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.
- c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.

C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.

D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.

F. In order to secure or preserve Confidential Information, the Company shall have the right at all timesto deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.



Your date of Joining is 15-08-2020.

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

Amit Kumar, Director

NoBroker Technologies Solutions Pvt. Ltd.

Note - This is a system -generated letter and does not require a signature.

Acceptance:

I, Arpita have read, understood, and accept this offer of employment, as set forth above. Signature: _____ Date: __



ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,92,000	16,000
HRA	76,800	6,400
Special Allowance	39,494	3,291
Employer Contribution to PF	21,600	1,800
Fixed Pay	3,29,894	27,491
Performance Bonus	1,80,000	15,000
Total Fixed Pay and Performance bonus	5,09,894	42,491
Gratuity	6,332	
CTC	5,16,226	

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

**Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-), Meal Allowance (INR 2500 /-) & Income tax, if applicable.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.





01/17/2023 18:11:25

HP PPS Services India Private Limited

2nd Floor, 24 Salapuria Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

Arshiya Tara S,

#84/9, 11th cross, kandaya giri nagar, IUDP layout, Chittradruga- 577502

Bangalore

Dear

Arshiya,

We are pleased to inform you that you have been selected for training with {HP PPS Services India Private Limited ("HP" or the "Company")} from 10/03/2023 to 29/07/2023 for a period of 5 Months under the guidance and supervision of Shruthi M S. Your location would be BGC01 - Bangalore, IN-Salapuria GR Tech Park (BGC01).

1. During the tenure of the project, you will be paid a stipend of Rs 20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated hereinabove. After successful completion of Internship you will be converted as Full time employee with 4 LPA.
2. It is clearly understood that you are not in any manner providing any service to HP and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HP, copy, duplicate, decompile or translate any intellectual property of HP without appropriate authorization. You shall not take out any intellectual property belonging to HP, outside the work place or HP's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HP appropriately, in the event you cause any loss or damage to any property that is owned or leased by HP, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.



12. This offer of appointment is conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP.

We look forward to having you join us and wish you a fruitful training with us.

To accept the offer of employment and agree to the above, please E-sign by providing your full name and unique identifier.

With Best Regards,

Sd/-

Binu Mathew
Country Director Human Resources

* This is an electronically generated letter and hence does not require a signature

ACCEPTANCE

I accept the above referred general terms and conditions of the company.

Signature:

Name : Arshiya

Place : Bangalore

HP Employee Letter of Assurance Agreement Form

U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for HP Inc. (HP) I may, directly or indirectly, receive or access software and/or technical data which HP has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.



Mindtree

A Larsen & Toubro Group Company

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna
Vice President - Revenue Assurance

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Arun Kumar V , agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	ARUN KUMAR V

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : Arun Kumar V

Competency : C1

Designation : ENGINEER

Stipend : INR 22,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 500 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Annexure 2

Compensation stack effective from the date of confirmation

Name : Arun Kumar V

Competency : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	308,004
Bonus**	42,000
Annual Cost to Company	350,004

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**
2. The term, 'the Company' refers to Mindtree Limited.
3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**
4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 1 and 2, Service Agreement (Annexure 3) and Mindtree Kalinga Code of Conduct (Annexure 4). **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**
5. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a Learning Advisory Document.



separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

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8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 350,004.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

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10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.
2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.
3. Salary for the purpose of notice period means the two components of Basic & fixed components (as applicable), in your compensation at the time of termination of your employment.

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On the date of joining at Mindtree Kalinga Bhubaneswar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

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Address: _____

Sub: Letter of Intent

Dear Iresh Tetarwal ,

Congratulations!

We are happy to inform you that we have decided to offer you the position of **“Associate Recruiter”** at our Bangalore office for our US Staffing Operations.

Please accept this as a formal offer letter from **Artech Infosystems Pvt. Ltd.**

You will be required to join us on **21st June’2023**. Your total cost to the company would be **INR 4,08,000 (Four Lakhs Eight Thousand only- Including Benefits) Per Annum**. You are entitled for a monthly pay of INR 25,000. During your training period of first 2 months, you will receive a stipend of INR 10,000 per month. Post successful completion of 2 months training, you will be eligible to receive a salary of INR 25,000 per month.

During your traineeship period of initial two months, you will be designated as “Trainee – RPO” and post successful completion of training as an “Associate Recruiter”.

You will be governed by the rules and regulation and such other practices, systems, procedures, and policies framed by the company from time to time. You will also be governed by the statutory laws enacted by the Local Authority/State or Central Government as applicable to you from time to time. You are advised to make yourself familiar with the company’s rules and policies.

We would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

Please carry all the original documents as listed below at the time of joining, along with one set of photocopy:

1. Copies of Certificates in support of your Qualifications
2. 5 Passport size photographs
3. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Passport, Credit Card with Photo)
4. Permanent and Local Address Proof
5. Pan Card Number and Copy
6. Aadhar Card Number

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have willfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Your appointment letter will be handed over to you once the background check is completed satisfactorily.

You are expected to serve the organization for a minimum period of 18 months or else a retribution amount of Rupees One Lakh (INR 1,00,000) would be imposed to recover the tangible and intangible cost incurred on you.

You are requested to sign and return a copy of this letter as a token of acceptance of the terms and conditions.

We welcome you to the Artech family and look forward to a long-term fruitful relationship.

Wishing you all the best!

Thanking You,
Yours Sincerely,
For Artech Infosystems Pvt. Ltd.
Sushant Singh Anand
(Sr. Manager- Human Resources)

Acknowledgment Letter

Company Profile:

Artech is the largest Women & Minority owned IT staffing firm in the US, with US\$ 725 million in annual revenues and a footprint across the globe. Artech was formed almost 3 decades ago and today, with commitment to providing best in class workforce solutions based on applied human intelligence, Artech works with over 85 Fortune 500 clients across USA, Canada, India, and China.

*At Artech, **we value human intelligence.***

We empower our teams to maximize the impact of their intellect, through a performance oriented, diverse, flexible, and inclusive work environment supported by our continuous learning and development focus.

Led by our visionary leadership, fuelled by our values, and driven by our combined intellect, our teams work with some of the largest Fortune 500 clients, defining industry benchmarks while optimizing their careers.

I am very pleased to accept the position of **Associate Recruiter - US IT Recruitment.**

I have attended the pre-placement presentation by Artech and have clearly understood the roles and responsibilities of the position along with the company's policies & benefits.

I am aware of the fact, that the job profile is in **Night shift** from **7:00 PM till 4:00 AM or 9:00 PM till 6:00 AM.**

I acknowledge the fact that at the time of joining Artech, I will have to sign a **Service level agreement (SLA)** for a period of **18 months.**

I am excited to join Artech & look forward to a rewarding career ahead.

I accept the term & conditions stated above.

Thanking you,
Regards,

_____ (sign here)

Date: _____

College: _____

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2023**Dear **Ashoka A,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as “HCL” or “Company”**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2023** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential**HCL**

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At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

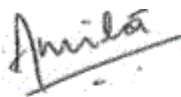
Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards

Annexure 1**COMPENSATION PLAN**

Name	Ashoka A
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Bangalore.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

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You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL

S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official's (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. 	
<u>Things to Remember</u>	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. 	

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:





Location of HCL Onboarding Team for joining formalities:



S. No	Location	Address
-------	----------	---------

1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV**EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS**

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

-  Basic Salary
-  Monthly Allowances
-  Variable Pay
-  Retirals & Insurances Benefit

 **Disclaimer:**
 **Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.**

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

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mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!



July 11, 2023

Ashutosh babbar

Dear Ashutosh babbar,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Associate Technical Support Engineer**. In this capacity you will be reporting to **Shirin Sasidharan**. This offer is subject to your acceptance of the following terms and conditions:

Annual Base Salary: You will receive an Annual Base Salary of **INR 790,104** as set out in Annexure A hereof payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

In addition to the Annual Base Salary, the company will provide you with additional compensation and benefits components as set out in **Annexure A** to this letter ("Compensation Package")

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **12%** of your eligible base pay. The bonus payment you receive will depend on VMware's achievement of its corporate goals and your individual performance, as determined by management. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period. You must be employed on the bonus payment date to be eligible for a bonus payment. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

The base salary and On Target Earnings (if you are on a sales commission plan) provided in this offer letter is dependent upon your work location where you will perform your job duties as described in your Employment Contract. If you request to change your primary work location, you must first receive VMware approval in accordance with company policies. If you receive approval and relocate to another location, then your compensation and benefit arrangements will be re-evaluated and subject to change in accordance with VMware policies and applicable law.

Joining Bonus: A one-time sign-on bonus of **INR 75,000** less legal deductions will be paid within 45 days of your date of hire. If you terminate employment within your first year, you will be responsible for the reimbursement of the total amount of this bonus.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.

Site of Employment: The initial place of posting will be **Bangalore, India**. However, the company may, in its business interests, transfer you to any of its other offices in India or overseas, on such terms and conditions as are applicable as on the date of transfer.



You may also be deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time, on such terms and conditions that are not less favorable than as contained in this offer letter.

You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Hours of work: You will be required to work, from Monday to Friday, for not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing your duties competently, without extra remuneration. Should your position in the Company fall within a 24/7 operation, you will be required to work non-standard shifts including nights, weekends and/or statutory holidays, or alternate work arrangements, as determined by the Company. You may also be required to participate in an on-call rotation and carry an appropriate communication device for the same from time to time. Any change in work arrangement will be communicated at a later date as applicable.

Probation Periods: You will be required to serve a probationary period of six (6) months which period may, at the sole discretion of the Company, be extended for such further periods as the Company may consider fit. Your employment may be terminated at any time during the probationary period by either party by giving thirty (30) days written notice to the other party. The Company may, however, elect to pay you your salary in lieu of part or all of the notice period.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company. Further, we have taken note that you are not bound by any competitive clauses by your current employer that would impact your availability and your ability to fully perform your obligations under your employment contract with the Company from the first day of employment.

Terms of Termination: After the conclusion of the probationary period, your employment may be terminated by either party at any time by giving thirty (30) days written notice to the other party. The Company may elect to pay you your salary in lieu of part or all of the notice period.

Your employment may, however, be terminated immediately and without notice at any time if you engage in serious misconduct, willfully or materially breach this agreement or are charged with any criminal offence which in the reasonable opinion of the Company brings the Company or any of its customers, partners or related entities into disrepute.

Effect of Termination: Upon expiry of this agreement pursuant to sections on Termination and Probation, you shall not be entitled to any compensation (other than salary for the days worked), severance pay, or indemnity whatsoever.



Policies and Procedures: You must comply with any policies and procedures (as amended from time to time) of the Company. Your employment is subject to the policies and rules of the Company as amended from time to time.

Entire Agreement: This Agreement, along with the VMware Offer Annex, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

E-Signature – Validity and Counterparts: Both You and the Company agree that the electronic (digital and/or encrypted) signatures of either party included in this Agreement is intended to authenticate their due consent to this agreement (including its annexures and exhibits) in writing and to have the same force and effect as original signatures by hand and accordingly, this Agreement may be executed by electronic signature and shall be considered as an original signature by hand for all purposes. Delivery of a copy of this Agreement (including its annexures and exhibits) or any other document contemplated hereby bearing an original or electronic signature by facsimile transmission or by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature. Without limitation, “electronic signature” shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

Conditions: The present agreement shall be interpreted and given effect exclusively in accordance with the laws of India. The parties agree to submit to the jurisdiction of the court of law in India, with respect to the adjudication of any dispute arising hereunder.

This offer of employment and your commencement and continuation of employment with VMware is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with VMware in India; and
- (b) VMware’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history. Any false information provided by you or at your request at any stage of the hiring process may result in revocation of this offer of employment or immediate termination of your employment with no payment in lieu of notice or any other compensation to you, as applicable.

Please note that as a subsidiary of a US technology company, VMware is subject to certain restrictions on hiring nationals of the following countries: North Korea, Syria, Libya, Iran, Sudan, and Cuba. If you are a national of one of these countries, as a condition of this offer of employment, you are required to immediately notify the HR Shared Services Team at apachrss@vmware.com to enable them to determine if any such restrictions apply and their impact on your potential employment with VMware.

We are pleased to have you as a member of the Company and we look forward to working with you. We hope you will find VMware a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter along with the signed VMware Confidentiality Information and Inventions Assignment Agreement and your proposed start date as confirmation of your acceptance of the terms set out within these documents. This offer expires 7 days from the date of this letter. If you do not accept or start by the required date, VMware reserves the right to withdraw this offer of employment.



Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Department.

Best Regards

A handwritten signature in black ink that reads "Teena Gomes". The signature is written in a cursive style with a horizontal line underneath the name.

Teena Gomes,
Director, Regional HR Services



Annexure A Compensation and Benefits

Name: Ashutosh babbar
Position: Associate Technical Support Engineer

PARTICULARS - AMT in INR (Per Annum)

- (i) ANNUAL BASIC SALARY: 395,052
- (ii) FLEXI BENEFIT PLAN: 395,052
- (iii) BASE SALARY (i)+(ii): 790,104
- (iv) TARGET BONUS (12%): 94,812
- (v) ON-TARGET EARNINGS (iii) + (iv): 884,916

Gratuity: You are entitled to a gratuity payment as per the provisions of the Payment of Gratuity Act, 1972 and any applicable Company policy.

Provident Fund: You will be required to subscribe to the applicable provident fund scheme. The Company will contribute towards the Provident Fund as required and published by the Indian Government from time to time.

Domiciliary Medical: This will be paid on a monthly basis and will be subject to exemptions available under the Income Tax Act and the respective schemes as published by the Indian Government from time to time.

Group MediClaim Insurance: All employees are covered under group MediClaim insurance, as per the Company policy. Under current policy, employee and dependents are covered up to INR 500,000 per year on a family (1+5) floater basis. The term family includes employee, spouse, children (up to 2 children) and parents.

An additional coverage of INR 200,000, INR 300,000, INR 500,000, INR 1,000,000 and INR 1,500,000 over and above the INR 500,000 per year coverage is available. The benefits of the policy are the same as the existing policy. The cost of incremental coverage will be borne by the employee.

Medical insurance cover for employee and dependents as declared at the time of joining by employee will be effected by default from the date of joining the Company. To facilitate prompt enrollment, employees are required to provide all information necessary for the insurance policy immediately on joining.

Mid-term inclusion and insurance coverage for newly married spouse and newborn infant is allowed. To facilitate prompt enrollment, employees are required to provide/update all necessary information with insurance company within 30 days of the event (marriage/ childbirth).

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Group Term Life Insurance: All employees are covered under group term life insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The term insurance cover for employees is covered from date of joining the Company.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.



Group Personal Accident Insurance: All employees are covered under group personal accident insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The personal accident insurance cover for employees is covered from the date of joining the Company. The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Employee Deposit Linked Insurance(EDLI): All employees are covered under EDLI, as per “The Employees’ Deposit-Linked Insurance Scheme, 1976” under the EPFO Act. This amount is subject to any changes published by the Indian Government from time to time.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

For detailed information, please refer to policies on the VMware intranet. Company benefits and policies are subject to withdrawal, change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.



ACCEPTANCE

I have read, understood and accept the terms and conditions of the above Offer Letter including the compensation package relating to my services and employment with VMware Software India Private Limited.

{{Sig_es_ :signer1:signature _____ }}
Employee Signature

{{Date1_es_ :signer1:date:format(date,"mmm dd, yyyy")}}
Date

{{*N_es_ :signer1:fullname _____ }}
Employee Name

{{*TentativeStartDate5_es_ :signer1:isdate(format="mmm dd, yyyy")}}
Tentative Start Date

Instructions:

1. Electronically sign and date this letter.
 - a. VMware India Confidential Information and Inventions Assignment Agreement
 - b. VMware India Securities Policy
 - c. VMware India Data Privacy Authorization for New Hires
 - d. VMware India Anti-Harassment Policy
 - e. VMware New Hire Privacy Agreement
 - f. Global Respectful Workplace Policy
 - g. VMware Business Conduct Guidelines and Receipt and Acknowledgement



July 11, 2023

Dear Ashutosh babbar

Additional Employment Terms– Future of Work For A Flexible Worker

As you are aware, VMware, Inc. and VMware Group Companies (as defined in the Employment Agreement, or if this term is undefined, VMware Group Companies means any subsidiary, holding company or parent company of VMware, Inc. or any subsidiary thereof or company within the VMware group of companies) (collectively referred to in this Letter as 'VMware') are seeking to implement its distributed working philosophy globally. As a result, VMware Software India Private Limited (the "Company" or "we" or "us") is proposing to make certain changes to the terms of your employment to reflect the fact that following the commencement of your employment with us, you will be designated as a **Flexible** worker, as set out in this contract variation letter ('Letter'):

1. Introduction

1.1 You are employed by the Company pursuant to the employment agreement which accompanies this Letter (the "Employment Agreement").

1.2 The terms set forth in this Letter:

1.2.1 Will apply to your employment with the Company and any terms relating to the matters contained within this Letter in the Employment Agreement will be varied accordingly to the extent provided for in this Letter;

1.2.2 Shall be read in conjunction with VMware's Global Distributed Work Policy (the 'Policy'), which is non-contractual and subject to amendment or withdrawal at VMware's sole discretion. The Policy sets out additional information in relation to **Flexible** working (as defined in section 1.1 of the Policy) that is imperative to the conduct of your role. You agree that you have read, understood and will comply with the terms of the Policy and you understand that failure to do so may result in disciplinary action being taken in respect of your employment including, but not limited to, termination of employment; and

1.2.3 Are subject always to any extenuating circumstances outside of the Company's control which necessitate alternative working arrangements, including Government and Authority requirements, guidance or directions.

1.3 For the avoidance of doubt, in the event of any conflict between the Employment Agreement and the terms in this Letter, the terms in this Letter, to the extent that they vary the terms in the Employment Agreement, shall prevail.

2. Scope

2.1 For the purposes of the Policy, you will be designated as a **Flexible** employee.

2.2 The terms of this Letter will be effective from the commencement date set out in your Employment Agreement and until amended or terminated in accordance with clause 9 of this Letter or as otherwise agreed in writing between you and the Company.



3. Place of Work

3.1 In accordance with the Policy, you will be assigned to the **Bangalore, India** site (“Assigned Site”) and shall be required to work from this site on days/times as designated by the Company from time to time. The Assigned Site will be recorded as your “Work Contact Information” in Workday. The Company reserves the right to vary the Assigned Site on a temporary or permanent basis.

For working time outside of that which is performed at your Assigned Site, you will work from any suitable location for the proper performance of your duties. You shall communicate the primary location of any such work to the Company, currently via Workday as your “Home Contact Information “ address. You are required to keep the primary location of your work in Workday up to date.

You may be required from time to time to visit and work at such other locations, including VMware sites, and for such times as the Company and/or your manager considers necessary for the proper performance of your duties. You understand and agree that you will be required to attend a VMware premises as and when business needs dictate such attendance.

3.2 The location where you perform your duties is required to be in **Bangalore** unless an alternative arrangement is specifically agreed in writing with the Company.

3.3 You are required to inform the Company as soon as possible if you plan to change your primary residence and you understand and agree that it is your responsibility to keep the Company updated in respect of your primary residence. You understand and agree that any failure to promptly disclose a change in your primary residence could result in disciplinary action including, but not limited to, termination of your employment. Where you plan to change your primary residence for any reason you are required to request prior approval for the continuation of the **Flexible** arrangement, or to seek an alternative working arrangement, in advance of you moving to the new primary residence. In such circumstances, the Company reserves the right to determine that the existing **Flexible** arrangement is consequently no longer appropriate, or to decline your proposed alternative arrangement, and require you to change to a working arrangement that is suitable to business needs and end your **Flexible** arrangement. You may be asked to sign a new document setting out any revisions to your existing arrangement.

3.4 You confirm that you are not in breach of any covenant or agreement when working from your primary residence. You confirm that where relevant, you have obtained all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.

3.5 If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

4. Hours of Work

4.1 Your normal hours of work are set out in your Employment Agreement. You may be required to work such additional hours as may be necessary for the proper performance of your duties without extra remuneration.

4.2 Where applicable, you are required to accurately record and report all hours worked in the normal way and in accordance with your Employment Agreement, the Company’s and VMware’s policies, and/or legal requirement.



4.3 You are responsible for regulating your own working time and taking necessary breaks as required by law. If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

5. Salary

5.1 You acknowledge and agree that your pay may vary in accordance with the terms of VMware's Compensation and Mobility Policy for Employee Requested Moves and any other relevant VMware or Company policy relating to pay zones (as in force and amended from time to time in VMware's sole discretion, "Pay Zone Policies"). As such, the Company reserves the right to adjust your pay in future in accordance with the Pay Zone Policies and applicable local law.

6. Confidentiality, Data Protection and Intellectual Property

6.1 All existing Confidentiality, Data Protection, Data Security and Intellectual Property obligations that you owe to the Company and VMware and where contained in the Employment Agreement or otherwise (including, but not limited to, in the Global Data Privacy Policy and the Acceptable Use Policy) remain unaffected by this Letter and are re-iterated in their entirety. You must read these policies and ensure that you comply with them in carrying out your work.

6.2 You are reminded of your obligation to notify the Information Security Operations Center (SOC@vmware.com) immediately upon becoming aware of a data breach.

7. Health and Safety

7.1 You agree to comply with all applicable health and safety laws as well as guidelines, instructions and/or policies which the Company or VMware may give to you from time to time (including the applicable terms of the Policy) and to complete without delay all health and safety risk assessments/questionnaires and/or trainings that the Company may send to you from time to time. Subject to applicable law, you are expected to take ownership of your safety and are encouraged and empowered to report any health and safety concerns to the Health & Safety Team (health_safety@vmware.com) or your manager.

8. Policies

8.1 You agree to continue to comply with all non-contractual Company and VMware policies, including (but not limited to) the Policy, Respectful Workplace Policy, Global Data Privacy Policy, Acceptable Use Policy, Compensation and Mobility Policy, Global Business Conduct Guidelines, Information Security Policies, and any other policies extended to you in your Employment Agreement or otherwise made available to you by the Company or VMware, all from time to time in force and which are available from the VMware Source Page. You must read these policies and ensure that you comply with them in carrying out your work. You understand and agree that any failure to comply with such policies could result in disciplinary action including, but not limited to, termination of your employment.



9. Termination of Flexible working

9.1 If at any time the Company, in its reasonable judgement, considers **Flexible** working arrangements to be unsatisfactory or the requirements of your work change such that **Flexible** working is no longer appropriate, in light of the Company's business needs, the Company may at its reasonable discretion give you reasonable notice, or may immediately in exceptional business circumstances, terminate and/or change your **Flexible** working arrangement to a different work arrangement, to a reasonable extent as business needs may justify.

9.2 On reasonable notice, you may request to change your current arrangement as a **Flexible** worker to a different work arrangement and to end **Flexible** working subject to Company approval, which shall be exercised reasonably and in accordance with business resources at the applicable time and the Company's policies. The Company may, at its sole discretion, consider your request however the Company shall not be under an obligation to change or end your **Flexible** working arrangement based on your request.

10. Monitoring

10.1 Subject to applicable law, the Company reserves the right to monitor your working time and the use of Company and VMware information and information systems in accordance with the VMware Acceptable Use Policy.

11. Right to Enter

11.1 You consent to the Company's representatives, at reasonable times and on reasonable notice, entering your primary residence to:

- 11.1.1 install, inspect, replace, repair, maintain or service Company property during your employment;
- 11.1.2 carry out health and safety risk assessments of Company property and your workstation during your employment; and
- 11.1.3 recover Company property on or after termination of your employment.

12. Miscellaneous

12.1 The changes to the Employment Agreement as set out above will be permanent changes to your terms and conditions of employment. You will have no right to revert back to your previous working pattern unless permitted by the Company in accordance with clause 9.2 above.

12.2 You agree to immediately return any property belonging to the Company or VMware on termination of your employment (howsoever arising) and the Company reserves its right, where permitted by applicable law, to deduct from your salary, or any other sums owed to you, any equivalent monies owed to the Company or VMware for failure to return any such property.

12.3 Unless explicitly varied by the terms of this Letter, all other terms and conditions set forth in the Employment Agreement will remain valid and unaffected by these changes.



12.4 This Letter and your Employment Agreement (and any amendments or documents referred to in it) constitutes the entire agreement between you and the Company and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between you and the Company, whether written or oral, relating to its subject matter.

If you agree to these changes to your Employment Agreement, please indicate your acceptance by e-signing this document along with the offer Letter.

If you have any questions, please contact apachr@vmware.com.

Yours sincerely,

A handwritten signature in black ink that reads "Teena Gomes".

Teena Gomes
Director, Regional HR Services

For and on behalf of the Company

I agree that my Employment Agreement shall be varied by the revised terms and conditions set out in this Letter.

Signature: {{ Sig_es_:signer1:signature }}
Employee Printed Name: Ashutosh babbar

Date: {{ Date_es_:signer1:date }}



APPOINTMENT LETTER

January 20, 2023

Dear Benny Varghees,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Pankaj Ramachandra Gurav, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Benny Varghees

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI**Variable Pay - A BRIEF OVERVIEW****Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature Vinodh U 20/1/2023 3:55 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

23159523



01/17/2023 18:11:25

HP PPS Services India Private Limited

2nd Floor, 24 Salapurua Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

Bhavana A,
#402, Lohith Greenwoods, Kalsana Halli.Kottanur post, Bengaluru - 560077
Bangalore

Dear

Bhavana,

We are pleased to inform you that you have been selected for training with {HP PPS Services India Private Limited ("HP" or the "Company")} from 10/03/2023 to 29/07/2023 for a period of 5 Months under the guidance and supervision of Shruthi M S. Your location would be BGC01 - Bangalore, IN-Salarpuria GR Tech Park (BGC01).

1. During the tenure of the project, you will be paid a stipend of Rs 20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated hereinabove. After successful completion of Internship you will be converted as Full time employee with 4 LPA.
2. It is clearly understood that you are not in any manner providing any service to HP and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HP, copy, duplicate, decompile or translate any intellectual property of HP without appropriate authorization. You shall not take out any intellectual property belonging to HP, outside the work place or HP's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HP appropriately, in the event you cause any loss or damage to any property that is owned or leased by HP, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.



12. This offer of appointment is conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP.

We look forward to having you join us and wish you a fruitful training with us.

To accept the offer of employment and agree to the above, please E-sign by providing your full name and unique identifier.

With Best Regards,

Sd/-

Binu Mathew
Country Director Human Resources

* This is an electronically generated letter and hence does not require a signature

ACCEPTANCE

I accept the above referred general terms and conditions of the company.

Signature:

Name : Bhavana

Place : Bangalore

HP Employee Letter of Assurance Agreement Form

U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for HP Inc. (HP) I may, directly or indirectly, receive or access software and/or technical data which HP has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.



Mindtree

A Larsen & Toubro Group Company

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna
Vice President - Revenue Assurance

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, BHUVANESHWARI CM, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	BHUVANESHWARI CM

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : BHUVANESHWARI CM

Competency : C1

Designation : ENGINEER

Stipend : INR 22,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 500 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Annexure 2

Compensation stack effective from the date of confirmation

Name : BHUVANESHWARI CM

Competency : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	308,004
Bonus**	42,000
Annual Cost to Company	350,004

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.



separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

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8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 350,004.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

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10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

On the date of joining at Mindtree Kalinga Bhubaneswar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

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01/17/2023 18:15:23

HP PPS Services India Private Limited

2nd Floor, 24 Salarpuria Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

C. Swathi,

128/2, 3rd cross, Hennur road, Horamavu, Babusapalya ORR, Bangalore - 560043

Dear

Swathi,

We are pleased to inform you that you have been selected for training with {HP PPS Services India Private Limited ("HP" or the "Company")} from 10/03/2023 to 29/07/2023 for a period of 5 Months under the guidance and supervision of Shruthi M S. Your location would be BGC01 - Bangalore, IN-Salarpuria GR Tech Park (BGC01).

1. During the tenure of the project, you will be paid a stipend of Rs 20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated hereinabove. After successful completion of Internship you will be converted as Full time employee with 4 LPA.
2. It is clearly understood that you are not in any manner providing any service to HP and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HP, copy, duplicate, decompile or translate any intellectual property of HP without appropriate authorization. You shall not take out any intellectual property belonging to HP, outside the work place or HP's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HP appropriately, in the event you cause any loss or damage to any property that is owned or leased by HP, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.



12. This offer of appointment is conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP.

We look forward to having you join us and wish you a fruitful training with us.

To accept the offer of employment and agree to the above, please E-sign by providing your full name and unique identifier.

With Best Regards,

Sd/-

Binu Mathew
Country Director Human Resources

* This is an electronically generated letter and hence does not require a signature

ACCEPTANCE

I accept the above referred general terms and conditions of the company.

Signature:

Name : Swathi

Place : Bangalore

HP Employee Letter of Assurance Agreement Form

U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for HP Inc. (HP) I may, directly or indirectly, receive or access software and/or technical data which HP has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.



July 11, 2023

Chandan kumar P

Dear Chandan kumar P,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Associate Technical Support Engineer**. In this capacity you will be reporting to **Shirin Sasidharan**. This offer is subject to your acceptance of the following terms and conditions:

Annual Base Salary: You will receive an Annual Base Salary of **INR 790,104** as set out in Annexure A hereof payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

In addition to the Annual Base Salary, the company will provide you with additional compensation and benefits components as set out in **Annexure A** to this letter ("Compensation Package")

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **12%** of your eligible base pay. The bonus payment you receive will depend on VMware's achievement of its corporate goals and your individual performance, as determined by management. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period. You must be employed on the bonus payment date to be eligible for a bonus payment. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

The base salary and On Target Earnings (if you are on a sales commission plan) provided in this offer letter is dependent upon your work location where you will perform your job duties as described in your Employment Contract. If you request to change your primary work location, you must first receive VMware approval in accordance with company policies. If you receive approval and relocate to another location, then your compensation and benefit arrangements will be re-evaluated and subject to change in accordance with VMware policies and applicable law.

Joining Bonus: A one-time sign-on bonus of **INR 75,000** less legal deductions will be paid within 45 days of your date of hire. If you terminate employment within your first year, you will be responsible for the reimbursement of the total amount of this bonus.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.

Site of Employment: The initial place of posting will be **Bangalore, India**. However, the company may, in its business interests, transfer you to any of its other offices in India or overseas, on such terms and conditions as are applicable as on the date of transfer.



You may also be deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time, on such terms and conditions that are not less favorable than as contained in this offer letter.

You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Hours of work: You will be required to work, from Monday to Friday, for not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing your duties competently, without extra remuneration. Should your position in the Company fall within a 24/7 operation, you will be required to work non-standard shifts including nights, weekends and/or statutory holidays, or alternate work arrangements, as determined by the Company. You may also be required to participate in an on-call rotation and carry an appropriate communication device for the same from time to time. Any change in work arrangement will be communicated at a later date as applicable.

Probation Periods: You will be required to serve a probationary period of six (6) months which period may, at the sole discretion of the Company, be extended for such further periods as the Company may consider fit. Your employment may be terminated at any time during the probationary period by either party by giving thirty (30) days written notice to the other party. The Company may, however, elect to pay you your salary in lieu of part or all of the notice period.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company. Further, we have taken note that you are not bound by any competitive clauses by your current employer that would impact your availability and your ability to fully perform your obligations under your employment contract with the Company from the first day of employment.

Terms of Termination: After the conclusion of the probationary period, your employment may be terminated by either party at any time by giving thirty (30) days written notice to the other party. The Company may elect to pay you your salary in lieu of part or all of the notice period.

Your employment may, however, be terminated immediately and without notice at any time if you engage in serious misconduct, willfully or materially breach this agreement or are charged with any criminal offence which in the reasonable opinion of the Company brings the Company or any of its customers, partners or related entities into disrepute.

Effect of Termination: Upon expiry of this agreement pursuant to sections on Termination and Probation, you shall not be entitled to any compensation (other than salary for the days worked), severance pay, or indemnity whatsoever.



Policies and Procedures: You must comply with any policies and procedures (as amended from time to time) of the Company. Your employment is subject to the policies and rules of the Company as amended from time to time.

Entire Agreement: This Agreement, along with the VMware Offer Annex, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

E-Signature – Validity and Counterparts: Both You and the Company agree that the electronic (digital and/or encrypted) signatures of either party included in this Agreement is intended to authenticate their due consent to this agreement (including its annexures and exhibits) in writing and to have the same force and effect as original signatures by hand and accordingly, this Agreement may be executed by electronic signature and shall be considered as an original signature by hand for all purposes. Delivery of a copy of this Agreement (including its annexures and exhibits) or any other document contemplated hereby bearing an original or electronic signature by facsimile transmission or by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature. Without limitation, “electronic signature” shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

Conditions: The present agreement shall be interpreted and given effect exclusively in accordance with the laws of India. The parties agree to submit to the jurisdiction of the court of law in India, with respect to the adjudication of any dispute arising hereunder.

This offer of employment and your commencement and continuation of employment with VMware is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with VMware in India; and
- (b) VMware’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history. Any false information provided by you or at your request at any stage of the hiring process may result in revocation of this offer of employment or immediate termination of your employment with no payment in lieu of notice or any other compensation to you, as applicable.

Please note that as a subsidiary of a US technology company, VMware is subject to certain restrictions on hiring nationals of the following countries: North Korea, Syria, Libya, Iran, Sudan, and Cuba. If you are a national of one of these countries, as a condition of this offer of employment, you are required to immediately notify the HR Shared Services Team at apachrss@vmware.com to enable them to determine if any such restrictions apply and their impact on your potential employment with VMware.

We are pleased to have you as a member of the Company and we look forward to working with you. We hope you will find VMware a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter along with the signed VMware Confidentiality Information and Inventions Assignment Agreement and your proposed start date as confirmation of your acceptance of the terms set out within these documents. This offer expires 7 days from the date of this letter. If you do not accept or start by the required date, VMware reserves the right to withdraw this offer of employment.



Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Department.

Best Regards

A handwritten signature in black ink that reads "Teena Gomes". The signature is written in a cursive style with a horizontal line underneath the name.

Teena Gomes,
Director, Regional HR Services



Annexure A Compensation and Benefits

Name: Chandan kumar P
Position: Associate Technical Support Engineer

PARTICULARS - AMT in INR (Per Annum)

- (i) ANNUAL BASIC SALARY: 395,052
- (ii) FLEXI BENEFIT PLAN: 395,052
- (iii) BASE SALARY (i)+(ii): 790,104
- (iv) TARGET BONUS (12%): 94,812
- (v) ON-TARGET EARNINGS (iii) + (iv): 884,916

Gratuity: You are entitled to a gratuity payment as per the provisions of the Payment of Gratuity Act, 1972 and any applicable Company policy.

Provident Fund: You will be required to subscribe to the applicable provident fund scheme. The Company will contribute towards the Provident Fund as required and published by the Indian Government from time to time.

Domiciliary Medical: This will be paid on a monthly basis and will be subject to exemptions available under the Income Tax Act and the respective schemes as published by the Indian Government from time to time.

Group MediClaim Insurance: All employees are covered under group MediClaim insurance, as per the Company policy. Under current policy, employee and dependents are covered up to INR 500,000 per year on a family (1+5) floater basis. The term family includes employee, spouse, children (up to 2 children) and parents.

An additional coverage of INR 200,000, INR 300,000, INR 500,000, INR 1,000,000 and INR 1,500,000 over and above the INR 500,000 per year coverage is available. The benefits of the policy are the same as the existing policy. The cost of incremental coverage will be borne by the employee.

Medical insurance cover for employee and dependents as declared at the time of joining by employee will be effected by default from the date of joining the Company. To facilitate prompt enrollment, employees are required to provide all information necessary for the insurance policy immediately on joining.

Mid-term inclusion and insurance coverage for newly married spouse and newborn infant is allowed. To facilitate prompt enrollment, employees are required to provide/update all necessary information with insurance company within 30 days of the event (marriage/ childbirth).

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Group Term Life Insurance: All employees are covered under group term life insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The term insurance cover for employees is covered from date of joining the Company.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.



Group Personal Accident Insurance: All employees are covered under group personal accident insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The personal accident insurance cover for employees is covered from the date of joining the Company. The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Employee Deposit Linked Insurance(EDLI): All employees are covered under EDLI, as per “The Employees’ Deposit-Linked Insurance Scheme, 1976” under the EPFO Act. This amount is subject to any changes published by the Indian Government from time to time.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

For detailed information, please refer to policies on the VMware intranet. Company benefits and policies are subject to withdrawal, change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.

**ACCEPTANCE**

I have read, understood and accept the terms and conditions of the above Offer Letter including the compensation package relating to my services and employment with VMware Software India Private Limited.

{{Sig_es_ :signer1:signature _____ }}
Employee Signature

{{Date1_es_ :signer1:date:format(date,"mmm dd, yyyy")}}
Date

{{*N_es_ :signer1:fullname _____ }}
Employee Name

{{*TentativeStartDate5_es_ :signer1:isdate(format="mmm dd, yyyy")}}
Tentative Start Date

Instructions:

1. Electronically sign and date this letter.
 - a. VMware India Confidential Information and Inventions Assignment Agreement
 - b. VMware India Securities Policy
 - c. VMware India Data Privacy Authorization for New Hires
 - d. VMware India Anti-Harassment Policy
 - e. VMware New Hire Privacy Agreement
 - f. Global Respectful Workplace Policy
 - g. VMware Business Conduct Guidelines and Receipt and Acknowledgement



July 11, 2023

Dear Chandan kumar P

Additional Employment Terms– Future of Work For A Flexible Worker

As you are aware, VMware, Inc. and VMware Group Companies (as defined in the Employment Agreement, or if this term is undefined, VMware Group Companies means any subsidiary, holding company or parent company of VMware, Inc. or any subsidiary thereof or company within the VMware group of companies) (collectively referred to in this Letter as 'VMware') are seeking to implement its distributed working philosophy globally. As a result, VMware Software India Private Limited (the "Company" or "we" or "us") is proposing to make certain changes to the terms of your employment to reflect the fact that following the commencement of your employment with us, you will be designated as a **Flexible** worker, as set out in this contract variation letter ('Letter'):

1. Introduction

1.1 You are employed by the Company pursuant to the employment agreement which accompanies this Letter (the "Employment Agreement").

1.2 The terms set forth in this Letter:

1.2.1 Will apply to your employment with the Company and any terms relating to the matters contained within this Letter in the Employment Agreement will be varied accordingly to the extent provided for in this Letter;

1.2.2 Shall be read in conjunction with VMware's Global Distributed Work Policy (the 'Policy'), which is non-contractual and subject to amendment or withdrawal at VMware's sole discretion. The Policy sets out additional information in relation to **Flexible** working (as defined in section 1.1 of the Policy) that is imperative to the conduct of your role. You agree that you have read, understood and will comply with the terms of the Policy and you understand that failure to do so may result in disciplinary action being taken in respect of your employment including, but not limited to, termination of employment; and

1.2.3 Are subject always to any extenuating circumstances outside of the Company's control which necessitate alternative working arrangements, including Government and Authority requirements, guidance or directions.

1.3 For the avoidance of doubt, in the event of any conflict between the Employment Agreement and the terms in this Letter, the terms in this Letter, to the extent that they vary the terms in the Employment Agreement, shall prevail.

2. Scope

2.1 For the purposes of the Policy, you will be designated as a **Flexible** employee.

2.2 The terms of this Letter will be effective from the commencement date set out in your Employment Agreement and until amended or terminated in accordance with clause 9 of this Letter or as otherwise agreed in writing between you and the Company.



3. Place of Work

3.1 In accordance with the Policy, you will be assigned to the **Bangalore, India** site (“Assigned Site”) and shall be required to work from this site on days/times as designated by the Company from time to time. The Assigned Site will be recorded as your “Work Contact Information” in Workday. The Company reserves the right to vary the Assigned Site on a temporary or permanent basis.

For working time outside of that which is performed at your Assigned Site, you will work from any suitable location for the proper performance of your duties. You shall communicate the primary location of any such work to the Company, currently via Workday as your “Home Contact Information “ address. You are required to keep the primary location of your work in Workday up to date.

You may be required from time to time to visit and work at such other locations, including VMware sites, and for such times as the Company and/or your manager considers necessary for the proper performance of your duties. You understand and agree that you will be required to attend a VMware premises as and when business needs dictate such attendance.

3.2 The location where you perform your duties is required to be in **Bangalore** unless an alternative arrangement is specifically agreed in writing with the Company.

3.3 You are required to inform the Company as soon as possible if you plan to change your primary residence and you understand and agree that it is your responsibility to keep the Company updated in respect of your primary residence. You understand and agree that any failure to promptly disclose a change in your primary residence could result in disciplinary action including, but not limited to, termination of your employment. Where you plan to change your primary residence for any reason you are required to request prior approval for the continuation of the **Flexible** arrangement, or to seek an alternative working arrangement, in advance of you moving to the new primary residence. In such circumstances, the Company reserves the right to determine that the existing **Flexible** arrangement is consequently no longer appropriate, or to decline your proposed alternative arrangement, and require you to change to a working arrangement that is suitable to business needs and end your **Flexible** arrangement. You may be asked to sign a new document setting out any revisions to your existing arrangement.

3.4 You confirm that you are not in breach of any covenant or agreement when working from your primary residence. You confirm that where relevant, you have obtained all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.

3.5 If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

4. Hours of Work

4.1 Your normal hours of work are set out in your Employment Agreement. You may be required to work such additional hours as may be necessary for the proper performance of your duties without extra remuneration.

4.2 Where applicable, you are required to accurately record and report all hours worked in the normal way and in accordance with your Employment Agreement, the Company’s and VMware’s policies, and/or legal requirement.



4.3 You are responsible for regulating your own working time and taking necessary breaks as required by law. If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

5. Salary

5.1 You acknowledge and agree that your pay may vary in accordance with the terms of VMware's Compensation and Mobility Policy for Employee Requested Moves and any other relevant VMware or Company policy relating to pay zones (as in force and amended from time to time in VMware's sole discretion, "Pay Zone Policies"). As such, the Company reserves the right to adjust your pay in future in accordance with the Pay Zone Policies and applicable local law.

6. Confidentiality, Data Protection and Intellectual Property

6.1 All existing Confidentiality, Data Protection, Data Security and Intellectual Property obligations that you owe to the Company and VMware and where contained in the Employment Agreement or otherwise (including, but not limited to, in the Global Data Privacy Policy and the Acceptable Use Policy) remain unaffected by this Letter and are re-iterated in their entirety. You must read these policies and ensure that you comply with them in carrying out your work.

6.2 You are reminded of your obligation to notify the Information Security Operations Center (SOC@vmware.com) immediately upon becoming aware of a data breach.

7. Health and Safety

7.1 You agree to comply with all applicable health and safety laws as well as guidelines, instructions and/or policies which the Company or VMware may give to you from time to time (including the applicable terms of the Policy) and to complete without delay all health and safety risk assessments/questionnaires and/or trainings that the Company may send to you from time to time. Subject to applicable law, you are expected to take ownership of your safety and are encouraged and empowered to report any health and safety concerns to the Health & Safety Team (health_safety@vmware.com) or your manager.

8. Policies

8.1 You agree to continue to comply with all non-contractual Company and VMware policies, including (but not limited to) the Policy, Respectful Workplace Policy, Global Data Privacy Policy, Acceptable Use Policy, Compensation and Mobility Policy, Global Business Conduct Guidelines, Information Security Policies, and any other policies extended to you in your Employment Agreement or otherwise made available to you by the Company or VMware, all from time to time in force and which are available from the VMware Source Page. You must read these policies and ensure that you comply with them in carrying out your work. You understand and agree that any failure to comply with such policies could result in disciplinary action including, but not limited to, termination of your employment.



9. Termination of Flexible working

9.1 If at any time the Company, in its reasonable judgement, considers **Flexible** working arrangements to be unsatisfactory or the requirements of your work change such that **Flexible** working is no longer appropriate, in light of the Company's business needs, the Company may at its reasonable discretion give you reasonable notice, or may immediately in exceptional business circumstances, terminate and/or change your **Flexible** working arrangement to a different work arrangement, to a reasonable extent as business needs may justify.

9.2 On reasonable notice, you may request to change your current arrangement as a **Flexible** worker to a different work arrangement and to end **Flexible** working subject to Company approval, which shall be exercised reasonably and in accordance with business resources at the applicable time and the Company's policies. The Company may, at its sole discretion, consider your request however the Company shall not be under an obligation to change or end your **Flexible** working arrangement based on your request.

10. Monitoring

10.1 Subject to applicable law, the Company reserves the right to monitor your working time and the use of Company and VMware information and information systems in accordance with the VMware Acceptable Use Policy.

11. Right to Enter

11.1 You consent to the Company's representatives, at reasonable times and on reasonable notice, entering your primary residence to:

- 11.1.1 install, inspect, replace, repair, maintain or service Company property during your employment;
- 11.1.2 carry out health and safety risk assessments of Company property and your workstation during your employment; and
- 11.1.3 recover Company property on or after termination of your employment.

12. Miscellaneous

12.1 The changes to the Employment Agreement as set out above will be permanent changes to your terms and conditions of employment. You will have no right to revert back to your previous working pattern unless permitted by the Company in accordance with clause 9.2 above.

12.2 You agree to immediately return any property belonging to the Company or VMware on termination of your employment (howsoever arising) and the Company reserves its right, where permitted by applicable law, to deduct from your salary, or any other sums owed to you, any equivalent monies owed to the Company or VMware for failure to return any such property.

12.3 Unless explicitly varied by the terms of this Letter, all other terms and conditions set forth in the Employment Agreement will remain valid and unaffected by these changes.



12.4 This Letter and your Employment Agreement (and any amendments or documents referred to in it) constitutes the entire agreement between you and the Company and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between you and the Company, whether written or oral, relating to its subject matter.

If you agree to these changes to your Employment Agreement, please indicate your acceptance by e-signing this document along with the offer Letter.

If you have any questions, please contact apachrss@vmware.com.

Yours sincerely,

A handwritten signature in black ink that reads "Teena Gomes".

Teena Gomes
Director, Regional HR Services

For and on behalf of the Company

I agree that my Employment Agreement shall be varied by the revised terms and conditions set out in this Letter.

Signature: {{ Sig_es_:signer1:signature }}

Employee Printed Name: Chandan kumar P

Date: {{ Date_es_:signer1:date }}

Offer Letter

13-03-2023

Dear Chirag B K, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as an Sales Executive L-1 based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 5,16,226** /- per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.



TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give one (1) months' notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving seven (7) days' notice or salary in lieu of such notice. The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to the company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to the company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limited to a laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the current or proposed business of the Group except on behalf of the Group, canvass or solicits business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;

B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest); or



C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise;

E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period (“**Existing Employee**”) to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;

F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment. G. approach, recruit or otherwise solicit Existing Employees to work for any other employer.

H. persuade any Person which is a vendor/consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.

I. The covenants in this Clause and the time and other limitations with respect thereto are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.

J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

K. Nothing herein contained shall affect the Employee’s non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group or after the termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.



A. Without prejudice to the generality of the foregoing, the Employee shall:

- a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.
- b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.
- c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.

C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.

D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.

F. In order to secure or preserve Confidential Information, the Company shall have the right at all timesto deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.



Your date of Joining is 15-08-2023.

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

Amit Kumar, Director

NoBroker Technologies Solutions Pvt. Ltd.

Note - This is a system -generated letter and does not require a signature.

Acceptance:

I, Chirag B K have read, understood, and accept this offer of employment, as set forth above. Signature: ____ Date: __



ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,92,000	16,000
HRA	76,800	6,400
Special Allowance	39,494	3,291
Employer Contribution to PF	21,600	1,800
Fixed Pay	3,29,894	27,491
Performance Bonus	1,80,000	15,000
Total Fixed Pay and Performance bonus	5,09,894	42,491
Gratuity	6,332	
CTC	5,16,226	

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

**Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-), Meal Allowance (INR 2500 /-) & Income tax, if applicable.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.





01/17/2023 18:00:30

HP PPS Services India Private Limited

2nd Floor, 24 Salarpuria Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

Dennies Bensen,

35th Main road, Someshwar Colony, BTM 2nd stage, Bengaluru - 560028

Dear

Dennies,

We are pleased to inform you that you have been selected for training with {HP PPS Services India Private Limited ("HP" or the "Company")} from 10/03/2023 to 29/07/2023 for a period of 5 Months under the guidance and supervision of Shruthi M S. Your location would be BGC01 - Bangalore, IN-Salarpuria GR Tech Park (BGC01).

1. During the tenure of the project, you will be paid a stipend of Rs 20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated hereinabove. After successful completion of Internship you will be converted as Full time employee with 4 LPA.
2. It is clearly understood that you are not in any manner providing any service to HP and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HP, copy, duplicate, decompile or translate any intellectual property of HP without appropriate authorization. You shall not take out any intellectual property belonging to HP, outside the work place or HP's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HP appropriately, in the event you cause any loss or damage to any property that is owned or leased by HP, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.



12. This offer of appointment is conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP.

We look forward to having you join us and wish you a fruitful training with us.

To accept the offer of employment and agree to the above, please E-sign by providing your full name and unique identifier.

With Best Regards,

Sd/-

Binu Mathew
Country Director Human Resources

* This is an electronically generated letter and hence does not require a signature

ACCEPTANCE

I accept the above referred general terms and conditions of the company.

Signature:

Name : Dennies

Place : Bangalore

HP Employee Letter of Assurance Agreement Form

U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for HP Inc. (HP) I may, directly or indirectly, receive or access software and/or technical data which HP has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.



July 11, 2023

Ashutosh babbar

Dear Ashutosh babbar,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Associate Technical Support Engineer**. In this capacity you will be reporting to **Shirin Sasidharan**. This offer is subject to your acceptance of the following terms and conditions:

Annual Base Salary: You will receive an Annual Base Salary of **INR 790,104** as set out in Annexure A hereof payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

In addition to the Annual Base Salary, the company will provide you with additional compensation and benefits components as set out in **Annexure A** to this letter ("Compensation Package")

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **12%** of your eligible base pay. The bonus payment you receive will depend on VMware's achievement of its corporate goals and your individual performance, as determined by management. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period. You must be employed on the bonus payment date to be eligible for a bonus payment. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

The base salary and On Target Earnings (if you are on a sales commission plan) provided in this offer letter is dependent upon your work location where you will perform your job duties as described in your Employment Contract. If you request to change your primary work location, you must first receive VMware approval in accordance with company policies. If you receive approval and relocate to another location, then your compensation and benefit arrangements will be re-evaluated and subject to change in accordance with VMware policies and applicable law.

Joining Bonus: A one-time sign-on bonus of **INR 75,000** less legal deductions will be paid within 45 days of your date of hire. If you terminate employment within your first year, you will be responsible for the reimbursement of the total amount of this bonus.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.

Site of Employment: The initial place of posting will be **Bangalore, India**. However, the company may, in its business interests, transfer you to any of its other offices in India or overseas, on such terms and conditions as are applicable as on the date of transfer.



You may also be deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time, on such terms and conditions that are not less favorable than as contained in this offer letter.

You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Hours of work: You will be required to work, from Monday to Friday, for not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing your duties competently, without extra remuneration. Should your position in the Company fall within a 24/7 operation, you will be required to work non-standard shifts including nights, weekends and/or statutory holidays, or alternate work arrangements, as determined by the Company. You may also be required to participate in an on-call rotation and carry an appropriate communication device for the same from time to time. Any change in work arrangement will be communicated at a later date as applicable.

Probation Periods: You will be required to serve a probationary period of six (6) months which period may, at the sole discretion of the Company, be extended for such further periods as the Company may consider fit. Your employment may be terminated at any time during the probationary period by either party by giving thirty (30) days written notice to the other party. The Company may, however, elect to pay you your salary in lieu of part or all of the notice period.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company. Further, we have taken note that you are not bound by any competitive clauses by your current employer that would impact your availability and your ability to fully perform your obligations under your employment contract with the Company from the first day of employment.

Terms of Termination: After the conclusion of the probationary period, your employment may be terminated by either party at any time by giving thirty (30) days written notice to the other party. The Company may elect to pay you your salary in lieu of part or all of the notice period.

Your employment may, however, be terminated immediately and without notice at any time if you engage in serious misconduct, willfully or materially breach this agreement or are charged with any criminal offence which in the reasonable opinion of the Company brings the Company or any of its customers, partners or related entities into disrepute.

Effect of Termination: Upon expiry of this agreement pursuant to sections on Termination and Probation, you shall not be entitled to any compensation (other than salary for the days worked), severance pay, or indemnity whatsoever.



Policies and Procedures: You must comply with any policies and procedures (as amended from time to time) of the Company. Your employment is subject to the policies and rules of the Company as amended from time to time.

Entire Agreement: This Agreement, along with the VMware Offer Annex, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

E-Signature – Validity and Counterparts: Both You and the Company agree that the electronic (digital and/or encrypted) signatures of either party included in this Agreement is intended to authenticate their due consent to this agreement (including its annexures and exhibits) in writing and to have the same force and effect as original signatures by hand and accordingly, this Agreement may be executed by electronic signature and shall be considered as an original signature by hand for all purposes. Delivery of a copy of this Agreement (including its annexures and exhibits) or any other document contemplated hereby bearing an original or electronic signature by facsimile transmission or by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature. Without limitation, “electronic signature” shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

Conditions: The present agreement shall be interpreted and given effect exclusively in accordance with the laws of India. The parties agree to submit to the jurisdiction of the court of law in India, with respect to the adjudication of any dispute arising hereunder.

This offer of employment and your commencement and continuation of employment with VMware is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with VMware in India; and
- (b) VMware’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history. Any false information provided by you or at your request at any stage of the hiring process may result in revocation of this offer of employment or immediate termination of your employment with no payment in lieu of notice or any other compensation to you, as applicable.

Please note that as a subsidiary of a US technology company, VMware is subject to certain restrictions on hiring nationals of the following countries: North Korea, Syria, Libya, Iran, Sudan, and Cuba. If you are a national of one of these countries, as a condition of this offer of employment, you are required to immediately notify the HR Shared Services Team at apachrss@vmware.com to enable them to determine if any such restrictions apply and their impact on your potential employment with VMware.

We are pleased to have you as a member of the Company and we look forward to working with you. We hope you will find VMware a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter along with the signed VMware Confidentiality Information and Inventions Assignment Agreement and your proposed start date as confirmation of your acceptance of the terms set out within these documents. This offer expires 7 days from the date of this letter. If you do not accept or start by the required date, VMware reserves the right to withdraw this offer of employment.



Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Department.

Best Regards

A handwritten signature in black ink that reads "Teena Gomes". The signature is written in a cursive style with a horizontal line underneath the name.

Teena Gomes,
Director, Regional HR Services



Annexure A Compensation and Benefits

Name: Ashutosh babbar
Position: Associate Technical Support Engineer

PARTICULARS - AMT in INR (Per Annum)

- (i) ANNUAL BASIC SALARY: 395,052
- (ii) FLEXI BENEFIT PLAN: 395,052
- (iii) BASE SALARY (i)+(ii): 790,104
- (iv) TARGET BONUS (12%): 94,812
- (v) ON-TARGET EARNINGS (iii) + (iv): 884,916

Gratuity: You are entitled to a gratuity payment as per the provisions of the Payment of Gratuity Act, 1972 and any applicable Company policy.

Provident Fund: You will be required to subscribe to the applicable provident fund scheme. The Company will contribute towards the Provident Fund as required and published by the Indian Government from time to time.

Domiciliary Medical: This will be paid on a monthly basis and will be subject to exemptions available under the Income Tax Act and the respective schemes as published by the Indian Government from time to time.

Group MediClaim Insurance: All employees are covered under group MediClaim insurance, as per the Company policy. Under current policy, employee and dependents are covered up to INR 500,000 per year on a family (1+5) floater basis. The term family includes employee, spouse, children (up to 2 children) and parents.

An additional coverage of INR 200,000, INR 300,000, INR 500,000, INR 1,000,000 and INR 1,500,000 over and above the INR 500,000 per year coverage is available. The benefits of the policy are the same as the existing policy. The cost of incremental coverage will be borne by the employee.

Medical insurance cover for employee and dependents as declared at the time of joining by employee will be effected by default from the date of joining the Company. To facilitate prompt enrollment, employees are required to provide all information necessary for the insurance policy immediately on joining.

Mid-term inclusion and insurance coverage for newly married spouse and newborn infant is allowed. To facilitate prompt enrollment, employees are required to provide/update all necessary information with insurance company within 30 days of the event (marriage/ childbirth).

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Group Term Life Insurance: All employees are covered under group term life insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The term insurance cover for employees is covered from date of joining the Company.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.



Group Personal Accident Insurance: All employees are covered under group personal accident insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The personal accident insurance cover for employees is covered from the date of joining the Company. The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Employee Deposit Linked Insurance(EDLI): All employees are covered under EDLI, as per “The Employees’ Deposit-Linked Insurance Scheme, 1976” under the EPFO Act. This amount is subject to any changes published by the Indian Government from time to time.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

For detailed information, please refer to policies on the VMware intranet. Company benefits and policies are subject to withdrawal, change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.

**ACCEPTANCE**

I have read, understood and accept the terms and conditions of the above Offer Letter including the compensation package relating to my services and employment with VMware Software India Private Limited.

{{Sig_es_ :signer1:signature _____ }}
Employee Signature

{{Date1_es_ :signer1:date:format(date,"mmm dd, yyyy")}}
Date

{{*N_es_ :signer1:fullname _____ }}
Employee Name

{{*TentativeStartDate5_es_ :signer1:isdate(format="mmm dd, yyyy")}}
Tentative Start Date

Instructions:

1. Electronically sign and date this letter.
 - a. VMware India Confidential Information and Inventions Assignment Agreement
 - b. VMware India Securities Policy
 - c. VMware India Data Privacy Authorization for New Hires
 - d. VMware India Anti-Harassment Policy
 - e. VMware New Hire Privacy Agreement
 - f. Global Respectful Workplace Policy
 - g. VMware Business Conduct Guidelines and Receipt and Acknowledgement



July 11, 2023

Dear Ashutosh babbar

Additional Employment Terms– Future of Work For A Flexible Worker

As you are aware, VMware, Inc. and VMware Group Companies (as defined in the Employment Agreement, or if this term is undefined, VMware Group Companies means any subsidiary, holding company or parent company of VMware, Inc. or any subsidiary thereof or company within the VMware group of companies) (collectively referred to in this Letter as 'VMware') are seeking to implement its distributed working philosophy globally. As a result, VMware Software India Private Limited (the "Company" or "we" or "us") is proposing to make certain changes to the terms of your employment to reflect the fact that following the commencement of your employment with us, you will be designated as a **Flexible** worker, as set out in this contract variation letter ('Letter'):

1. Introduction

1.1 You are employed by the Company pursuant to the employment agreement which accompanies this Letter (the "Employment Agreement").

1.2 The terms set forth in this Letter:

1.2.1 Will apply to your employment with the Company and any terms relating to the matters contained within this Letter in the Employment Agreement will be varied accordingly to the extent provided for in this Letter;

1.2.2 Shall be read in conjunction with VMware's Global Distributed Work Policy (the 'Policy'), which is non-contractual and subject to amendment or withdrawal at VMware's sole discretion. The Policy sets out additional information in relation to **Flexible** working (as defined in section 1.1 of the Policy) that is imperative to the conduct of your role. You agree that you have read, understood and will comply with the terms of the Policy and you understand that failure to do so may result in disciplinary action being taken in respect of your employment including, but not limited to, termination of employment; and

1.2.3 Are subject always to any extenuating circumstances outside of the Company's control which necessitate alternative working arrangements, including Government and Authority requirements, guidance or directions.

1.3 For the avoidance of doubt, in the event of any conflict between the Employment Agreement and the terms in this Letter, the terms in this Letter, to the extent that they vary the terms in the Employment Agreement, shall prevail.

2. Scope

2.1 For the purposes of the Policy, you will be designated as a **Flexible** employee.

2.2 The terms of this Letter will be effective from the commencement date set out in your Employment Agreement and until amended or terminated in accordance with clause 9 of this Letter or as otherwise agreed in writing between you and the Company.



3. Place of Work

3.1 In accordance with the Policy, you will be assigned to the **Bangalore, India** site (“Assigned Site”) and shall be required to work from this site on days/times as designated by the Company from time to time. The Assigned Site will be recorded as your “Work Contact Information” in Workday. The Company reserves the right to vary the Assigned Site on a temporary or permanent basis.

For working time outside of that which is performed at your Assigned Site, you will work from any suitable location for the proper performance of your duties. You shall communicate the primary location of any such work to the Company, currently via Workday as your “Home Contact Information “ address. You are required to keep the primary location of your work in Workday up to date.

You may be required from time to time to visit and work at such other locations, including VMware sites, and for such times as the Company and/or your manager considers necessary for the proper performance of your duties. You understand and agree that you will be required to attend a VMware premises as and when business needs dictate such attendance.

3.2 The location where you perform your duties is required to be in **Bangalore** unless an alternative arrangement is specifically agreed in writing with the Company.

3.3 You are required to inform the Company as soon as possible if you plan to change your primary residence and you understand and agree that it is your responsibility to keep the Company updated in respect of your primary residence. You understand and agree that any failure to promptly disclose a change in your primary residence could result in disciplinary action including, but not limited to, termination of your employment. Where you plan to change your primary residence for any reason you are required to request prior approval for the continuation of the **Flexible** arrangement, or to seek an alternative working arrangement, in advance of you moving to the new primary residence. In such circumstances, the Company reserves the right to determine that the existing **Flexible** arrangement is consequently no longer appropriate, or to decline your proposed alternative arrangement, and require you to change to a working arrangement that is suitable to business needs and end your **Flexible** arrangement. You may be asked to sign a new document setting out any revisions to your existing arrangement.

3.4 You confirm that you are not in breach of any covenant or agreement when working from your primary residence. You confirm that where relevant, you have obtained all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.

3.5 If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

4. Hours of Work

4.1 Your normal hours of work are set out in your Employment Agreement. You may be required to work such additional hours as may be necessary for the proper performance of your duties without extra remuneration.

4.2 Where applicable, you are required to accurately record and report all hours worked in the normal way and in accordance with your Employment Agreement, the Company’s and VMware’s policies, and/or legal requirement.



4.3 You are responsible for regulating your own working time and taking necessary breaks as required by law. If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

5. Salary

5.1 You acknowledge and agree that your pay may vary in accordance with the terms of VMware's Compensation and Mobility Policy for Employee Requested Moves and any other relevant VMware or Company policy relating to pay zones (as in force and amended from time to time in VMware's sole discretion, "Pay Zone Policies"). As such, the Company reserves the right to adjust your pay in future in accordance with the Pay Zone Policies and applicable local law.

6. Confidentiality, Data Protection and Intellectual Property

6.1 All existing Confidentiality, Data Protection, Data Security and Intellectual Property obligations that you owe to the Company and VMware and where contained in the Employment Agreement or otherwise (including, but not limited to, in the Global Data Privacy Policy and the Acceptable Use Policy) remain unaffected by this Letter and are re-iterated in their entirety. You must read these policies and ensure that you comply with them in carrying out your work.

6.2 You are reminded of your obligation to notify the Information Security Operations Center (SOC@vmware.com) immediately upon becoming aware of a data breach.

7. Health and Safety

7.1 You agree to comply with all applicable health and safety laws as well as guidelines, instructions and/or policies which the Company or VMware may give to you from time to time (including the applicable terms of the Policy) and to complete without delay all health and safety risk assessments/questionnaires and/or trainings that the Company may send to you from time to time. Subject to applicable law, you are expected to take ownership of your safety and are encouraged and empowered to report any health and safety concerns to the Health & Safety Team (health_safety@vmware.com) or your manager.

8. Policies

8.1 You agree to continue to comply with all non-contractual Company and VMware policies, including (but not limited to) the Policy, Respectful Workplace Policy, Global Data Privacy Policy, Acceptable Use Policy, Compensation and Mobility Policy, Global Business Conduct Guidelines, Information Security Policies, and any other policies extended to you in your Employment Agreement or otherwise made available to you by the Company or VMware, all from time to time in force and which are available from the VMware Source Page. You must read these policies and ensure that you comply with them in carrying out your work. You understand and agree that any failure to comply with such policies could result in disciplinary action including, but not limited to, termination of your employment.



9. Termination of Flexible working

9.1 If at any time the Company, in its reasonable judgement, considers **Flexible** working arrangements to be unsatisfactory or the requirements of your work change such that **Flexible** working is no longer appropriate, in light of the Company's business needs, the Company may at its reasonable discretion give you reasonable notice, or may immediately in exceptional business circumstances, terminate and/or change your **Flexible** working arrangement to a different work arrangement, to a reasonable extent as business needs may justify.

9.2 On reasonable notice, you may request to change your current arrangement as a **Flexible** worker to a different work arrangement and to end **Flexible** working subject to Company approval, which shall be exercised reasonably and in accordance with business resources at the applicable time and the Company's policies. The Company may, at its sole discretion, consider your request however the Company shall not be under an obligation to change or end your **Flexible** working arrangement based on your request.

10. Monitoring

10.1 Subject to applicable law, the Company reserves the right to monitor your working time and the use of Company and VMware information and information systems in accordance with the VMware Acceptable Use Policy.

11. Right to Enter

11.1 You consent to the Company's representatives, at reasonable times and on reasonable notice, entering your primary residence to:

- 11.1.1 install, inspect, replace, repair, maintain or service Company property during your employment;
- 11.1.2 carry out health and safety risk assessments of Company property and your workstation during your employment; and
- 11.1.3 recover Company property on or after termination of your employment.

12. Miscellaneous

12.1 The changes to the Employment Agreement as set out above will be permanent changes to your terms and conditions of employment. You will have no right to revert back to your previous working pattern unless permitted by the Company in accordance with clause 9.2 above.

12.2 You agree to immediately return any property belonging to the Company or VMware on termination of your employment (howsoever arising) and the Company reserves its right, where permitted by applicable law, to deduct from your salary, or any other sums owed to you, any equivalent monies owed to the Company or VMware for failure to return any such property.

12.3 Unless explicitly varied by the terms of this Letter, all other terms and conditions set forth in the Employment Agreement will remain valid and unaffected by these changes.



12.4 This Letter and your Employment Agreement (and any amendments or documents referred to in it) constitutes the entire agreement between you and the Company and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between you and the Company, whether written or oral, relating to its subject matter.

If you agree to these changes to your Employment Agreement, please indicate your acceptance by e-signing this document along with the offer Letter.

If you have any questions, please contact apachr@vmware.com.

Yours sincerely,

A handwritten signature in black ink that reads "Teena Gomes".

Teena Gomes
Director, Regional HR Services

For and on behalf of the Company

I agree that my Employment Agreement shall be varied by the revised terms and conditions set out in this Letter.

Signature: {{ Sig_es_:signer1:signature }}
Employee Printed Name: Ashutosh babbar

Date: {{ Date_es_:signer1:date }}



APPOINTMENT LETTER

January 20, 2023

Dear Ganashree L,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Pankaj Ramachandra Gurav, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Ganashree L

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI**Variable Pay - A BRIEF OVERVIEW****Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature Vinodh U 20/1/2023 3:40 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

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APPOINTMENT LETTER

January 20, 2023

Dear Gomedhika K,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Pankaj Ramachandra Gurav, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Gomedhika K

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI**Variable Pay - A BRIEF OVERVIEW****Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature Vinodh U 20/1/2023 3:55 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

23159523



July 11, 2023

Harish M

Dear Harish M ,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Associate Technical Support Engineer**. In this capacity you will be reporting to **Shirin Sasidharan**. This offer is subject to your acceptance of the following terms and conditions:

Annual Base Salary: You will receive an Annual Base Salary of **INR 790,104** as set out in Annexure A hereof payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

In addition to the Annual Base Salary, the company will provide you with additional compensation and benefits components as set out in **Annexure A** to this letter ("Compensation Package")

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **12%** of your eligible base pay. The bonus payment you receive will depend on VMware's achievement of its corporate goals and your individual performance, as determined by management. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period. You must be employed on the bonus payment date to be eligible for a bonus payment. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

The base salary and On Target Earnings (if you are on a sales commission plan) provided in this offer letter is dependent upon your work location where you will perform your job duties as described in your Employment Contract. If you request to change your primary work location, you must first receive VMware approval in accordance with company policies. If you receive approval and relocate to another location, then your compensation and benefit arrangements will be re-evaluated and subject to change in accordance with VMware policies and applicable law.

Joining Bonus: A one-time sign-on bonus of **INR 75,000** less legal deductions will be paid within 45 days of your date of hire. If you terminate employment within your first year, you will be responsible for the reimbursement of the total amount of this bonus.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.

Site of Employment: The initial place of posting will be **Bangalore, India**. However, the company may, in its business interests, transfer you to any of its other offices in India or overseas, on such terms and conditions as are applicable as on the date of transfer.

Private - Protected

VMware Software India Private Limited

Kalyani Vista, Sy. No. 165/1 & 165/17, Doraisanipalya, 4th Phase, JP Nagar, Bengaluru - 560076, India

Phone: +91-80-4044 0000 fax: +91-80-4044 0096 Web: www.vmware.com



You may also be deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time, on such terms and conditions that are not less favorable than as contained in this offer letter.

You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Hours of work: You will be required to work, from Monday to Friday, for not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing your duties competently, without extra remuneration. Should your position in the Company fall within a 24/7 operation, you will be required to work non-standard shifts including nights, weekends and/or statutory holidays, or alternate work arrangements, as determined by the Company. You may also be required to participate in an on-call rotation and carry an appropriate communication device for the same from time to time. Any change in work arrangement will be communicated at a later date as applicable.

Probation Periods: You will be required to serve a probationary period of six (6) months which period may, at the sole discretion of the Company, be extended for such further periods as the Company may consider fit. Your employment may be terminated at any time during the probationary period by either party by giving thirty (30) days written notice to the other party. The Company may, however, elect to pay you your salary in lieu of part or all of the notice period.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company. Further, we have taken note that you are not bound by any competitive clauses by your current employer that would impact your availability and your ability to fully perform your obligations under your employment contract with the Company from the first day of employment.

Terms of Termination: After the conclusion of the probationary period, your employment may be terminated by either party at any time by giving thirty (30) days written notice to the other party. The Company may elect to pay you your salary in lieu of part or all of the notice period.

Your employment may, however, be terminated immediately and without notice at any time if you engage in serious misconduct, willfully or materially breach this agreement or are charged with any criminal offence which in the reasonable opinion of the Company brings the Company or any of its customers, partners or related entities into disrepute.

Effect of Termination: Upon expiry of this agreement pursuant to sections on Termination and Probation, you shall not be entitled to any compensation (other than salary for the days worked), severance pay, or indemnity whatsoever.



Policies and Procedures: You must comply with any policies and procedures (as amended from time to time) of the Company. Your employment is subject to the policies and rules of the Company as amended from time to time.

Entire Agreement: This Agreement, along with the VMware Offer Annex, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

E-Signature – Validity and Counterparts: Both You and the Company agree that the electronic (digital and/or encrypted) signatures of either party included in this Agreement is intended to authenticate their due consent to this agreement (including its annexures and exhibits) in writing and to have the same force and effect as original signatures by hand and accordingly, this Agreement may be executed by electronic signature and shall be considered as an original signature by hand for all purposes. Delivery of a copy of this Agreement (including its annexures and exhibits) or any other document contemplated hereby bearing an original or electronic signature by facsimile transmission or by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature. Without limitation, “electronic signature” shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

Conditions: The present agreement shall be interpreted and given effect exclusively in accordance with the laws of India. The parties agree to submit to the jurisdiction of the court of law in India, with respect to the adjudication of any dispute arising hereunder.

This offer of employment and your commencement and continuation of employment with VMware is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with VMware in India; and
- (b) VMware’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history. Any false information provided by you or at your request at any stage of the hiring process may result in revocation of this offer of employment or immediate termination of your employment with no payment in lieu of notice or any other compensation to you, as applicable.

Please note that as a subsidiary of a US technology company, VMware is subject to certain restrictions on hiring nationals of the following countries: North Korea, Syria, Libya, Iran, Sudan, and Cuba. If you are a national of one of these countries, as a condition of this offer of employment, you are required to immediately notify the HR Shared Services Team at apachrss@vmware.com to enable them to determine if any such restrictions apply and their impact on your potential employment with VMware.

We are pleased to have you as a member of the Company and we look forward to working with you. We hope you will find VMware a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter along with the signed VMware Confidentiality Information and Inventions Assignment Agreement and your proposed start date as confirmation of your acceptance of the terms set out within these documents. This offer expires 7 days from the date of this letter. If you do not accept or start by the required date, VMware reserves the right to withdraw this offer of employment.



Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Department.

Best Regards

A handwritten signature in black ink that reads "Teena Gomes". The signature is written in a cursive style with a horizontal line underneath the name.

Teena Gomes,
Director, Regional HR Services



Annexure A Compensation and Benefits

Name: Harish M
Position: Associate Technical Support Engineer

PARTICULARS - AMT in INR (Per Annum)

- (i) ANNUAL BASIC SALARY: 395,052
- (ii) FLEXI BENEFIT PLAN: 395,052
- (iii) BASE SALARY (i)+(ii): 790,104
- (iv) TARGET BONUS (12%): 94,812
- (v) ON-TARGET EARNINGS (iii) + (iv): 884,916

Gratuity: You are entitled to a gratuity payment as per the provisions of the Payment of Gratuity Act, 1972 and any applicable Company policy.

Provident Fund: You will be required to subscribe to the applicable provident fund scheme. The Company will contribute towards the Provident Fund as required and published by the Indian Government from time to time.

Domiciliary Medical: This will be paid on a monthly basis and will be subject to exemptions available under the Income Tax Act and the respective schemes as published by the Indian Government from time to time.

Group MediClaim Insurance: All employees are covered under group MediClaim insurance, as per the Company policy. Under current policy, employee and dependents are covered up to INR 500,000 per year on a family (1+5) floater basis. The term family includes employee, spouse, children (up to 2 children) and parents.

An additional coverage of INR 200,000, INR 300,000, INR 500,000, INR 1,000,000 and INR 1,500,000 over and above the INR 500,000 per year coverage is available. The benefits of the policy are the same as the existing policy. The cost of incremental coverage will be borne by the employee.

Medical insurance cover for employee and dependents as declared at the time of joining by employee will be effected by default from the date of joining the Company. To facilitate prompt enrollment, employees are required to provide all information necessary for the insurance policy immediately on joining.

Mid-term inclusion and insurance coverage for newly married spouse and newborn infant is allowed. To facilitate prompt enrollment, employees are required to provide/update all necessary information with insurance company within 30 days of the event (marriage/ childbirth).

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Group Term Life Insurance: All employees are covered under group term life insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The term insurance cover for employees is covered from date of joining the Company.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.



Group Personal Accident Insurance: All employees are covered under group personal accident insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The personal accident insurance cover for employees is covered from the date of joining the Company. The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Employee Deposit Linked Insurance(EDLI): All employees are covered under EDLI, as per “The Employees’ Deposit-Linked Insurance Scheme, 1976” under the EPFO Act. This amount is subject to any changes published by the Indian Government from time to time.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

For detailed information, please refer to policies on the VMware intranet. Company benefits and policies are subject to withdrawal, change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.

**ACCEPTANCE**

I have read, understood and accept the terms and conditions of the above Offer Letter including the compensation package relating to my services and employment with VMware Software India Private Limited.

{{Sig_es_ :signer1:signature _____ }}
Employee Signature

{{Date1_es_ :signer1:date:format(date,"mmm dd, yyyy")}}
Date

{{*N_es_ :signer1:fullname _____ }}
Employee Name

{{*TentativeStartDate5_es_ :signer1:isdate(format="mmm dd, yyyy")}}
Tentative Start Date

Instructions:

1. Electronically sign and date this letter.
 - a. VMware India Confidential Information and Inventions Assignment Agreement
 - b. VMware India Securities Policy
 - c. VMware India Data Privacy Authorization for New Hires
 - d. VMware India Anti-Harassment Policy
 - e. VMware New Hire Privacy Agreement
 - f. Global Respectful Workplace Policy
 - g. VMware Business Conduct Guidelines and Receipt and Acknowledgement



July 11, 2023

Dear Harish M

Additional Employment Terms– Future of Work For A Flexible Worker

As you are aware, VMware, Inc. and VMware Group Companies (as defined in the Employment Agreement, or if this term is undefined, VMware Group Companies means any subsidiary, holding company or parent company of VMware, Inc. or any subsidiary thereof or company within the VMware group of companies) (collectively referred to in this Letter as 'VMware') are seeking to implement its distributed working philosophy globally. As a result, VMware Software India Private Limited (the "Company" or "we" or "us") is proposing to make certain changes to the terms of your employment to reflect the fact that following the commencement of your employment with us, you will be designated as a **Flexible** worker, as set out in this contract variation letter ('Letter'):

1. Introduction

1.1 You are employed by the Company pursuant to the employment agreement which accompanies this Letter (the "Employment Agreement").

1.2 The terms set forth in this Letter:

1.2.1 Will apply to your employment with the Company and any terms relating to the matters contained within this Letter in the Employment Agreement will be varied accordingly to the extent provided for in this Letter;

1.2.2 Shall be read in conjunction with VMware's Global Distributed Work Policy (the 'Policy'), which is non-contractual and subject to amendment or withdrawal at VMware's sole discretion. The Policy sets out additional information in relation to **Flexible** working (as defined in section 1.1 of the Policy) that is imperative to the conduct of your role. You agree that you have read, understood and will comply with the terms of the Policy and you understand that failure to do so may result in disciplinary action being taken in respect of your employment including, but not limited to, termination of employment; and

1.2.3 Are subject always to any extenuating circumstances outside of the Company's control which necessitate alternative working arrangements, including Government and Authority requirements, guidance or directions.

1.3 For the avoidance of doubt, in the event of any conflict between the Employment Agreement and the terms in this Letter, the terms in this Letter, to the extent that they vary the terms in the Employment Agreement, shall prevail.

2. Scope

2.1 For the purposes of the Policy, you will be designated as a **Flexible** employee.

2.2 The terms of this Letter will be effective from the commencement date set out in your Employment Agreement and until amended or terminated in accordance with clause 9 of this Letter or as otherwise agreed in writing between you and the Company.



3. Place of Work

3.1 In accordance with the Policy, you will be assigned to the **Bangalore, India** site ("Assigned Site") and shall be required to work from this site on days/times as designated by the Company from time to time. The Assigned Site will be recorded as your "Work Contact Information" in Workday. The Company reserves the right to vary the Assigned Site on a temporary or permanent basis.

For working time outside of that which is performed at your Assigned Site, you will work from any suitable location for the proper performance of your duties. You shall communicate the primary location of any such work to the Company, currently via Workday as your "Home Contact Information " address. You are required to keep the primary location of your work in Workday up to date.

You may be required from time to time to visit and work at such other locations, including VMware sites, and for such times as the Company and/or your manager considers necessary for the proper performance of your duties. You understand and agree that you will be required to attend a VMware premises as and when business needs dictate such attendance.

3.2 The location where you perform your duties is required to be in **Bangalore** unless an alternative arrangement is specifically agreed in writing with the Company.

3.3 You are required to inform the Company as soon as possible if you plan to change your primary residence and you understand and agree that it is your responsibility to keep the Company updated in respect of your primary residence. You understand and agree that any failure to promptly disclose a change in your primary residence could result in disciplinary action including, but not limited to, termination of your employment. Where you plan to change your primary residence for any reason you are required to request prior approval for the continuation of the **Flexible** arrangement, or to seek an alternative working arrangement, in advance of you moving to the new primary residence. In such circumstances, the Company reserves the right to determine that the existing **Flexible** arrangement is consequently no longer appropriate, or to decline your proposed alternative arrangement, and require you to change to a working arrangement that is suitable to business needs and end your **Flexible** arrangement. You may be asked to sign a new document setting out any revisions to your existing arrangement.

3.4 You confirm that you are not in breach of any covenant or agreement when working from your primary residence. You confirm that where relevant, you have obtained all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.

3.5 If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

4. Hours of Work

4.1 Your normal hours of work are set out in your Employment Agreement. You may be required to work such additional hours as may be necessary for the proper performance of your duties without extra remuneration.

4.2 Where applicable, you are required to accurately record and report all hours worked in the normal way and in accordance with your Employment Agreement, the Company's and VMware's policies, and/or legal requirement.



4.3 You are responsible for regulating your own working time and taking necessary breaks as required by law. If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

5. Salary

5.1 You acknowledge and agree that your pay may vary in accordance with the terms of VMware's Compensation and Mobility Policy for Employee Requested Moves and any other relevant VMware or Company policy relating to pay zones (as in force and amended from time to time in VMware's sole discretion, "Pay Zone Policies"). As such, the Company reserves the right to adjust your pay in future in accordance with the Pay Zone Policies and applicable local law.

6. Confidentiality, Data Protection and Intellectual Property

6.1 All existing Confidentiality, Data Protection, Data Security and Intellectual Property obligations that you owe to the Company and VMware and where contained in the Employment Agreement or otherwise (including, but not limited to, in the Global Data Privacy Policy and the Acceptable Use Policy) remain unaffected by this Letter and are re-iterated in their entirety. You must read these policies and ensure that you comply with them in carrying out your work.

6.2 You are reminded of your obligation to notify the Information Security Operations Center (SOC@vmware.com) immediately upon becoming aware of a data breach.

7. Health and Safety

7.1 You agree to comply with all applicable health and safety laws as well as guidelines, instructions and/or policies which the Company or VMware may give to you from time to time (including the applicable terms of the Policy) and to complete without delay all health and safety risk assessments/questionnaires and/or trainings that the Company may send to you from time to time. Subject to applicable law, you are expected to take ownership of your safety and are encouraged and empowered to report any health and safety concerns to the Health & Safety Team (health_safety@vmware.com) or your manager.

8. Policies

8.1 You agree to continue to comply with all non-contractual Company and VMware policies, including (but not limited to) the Policy, Respectful Workplace Policy, Global Data Privacy Policy, Acceptable Use Policy, Compensation and Mobility Policy, Global Business Conduct Guidelines, Information Security Policies, and any other policies extended to you in your Employment Agreement or otherwise made available to you by the Company or VMware, all from time to time in force and which are available from the VMware Source Page. You must read these policies and ensure that you comply with them in carrying out your work. You understand and agree that any failure to comply with such policies could result in disciplinary action including, but not limited to, termination of your employment.



9. Termination of Flexible working

9.1 If at any time the Company, in its reasonable judgement, considers **Flexible** working arrangements to be unsatisfactory or the requirements of your work change such that **Flexible** working is no longer appropriate, in light of the Company's business needs, the Company may at its reasonable discretion give you reasonable notice, or may immediately in exceptional business circumstances, terminate and/or change your **Flexible** working arrangement to a different work arrangement, to a reasonable extent as business needs may justify.

9.2 On reasonable notice, you may request to change your current arrangement as a **Flexible** worker to a different work arrangement and to end **Flexible** working subject to Company approval, which shall be exercised reasonably and in accordance with business resources at the applicable time and the Company's policies. The Company may, at its sole discretion, consider your request however the Company shall not be under an obligation to change or end your **Flexible** working arrangement based on your request.

10. Monitoring

10.1 Subject to applicable law, the Company reserves the right to monitor your working time and the use of Company and VMware information and information systems in accordance with the VMware Acceptable Use Policy.

11. Right to Enter

11.1 You consent to the Company's representatives, at reasonable times and on reasonable notice, entering your primary residence to:

- 11.1.1 install, inspect, replace, repair, maintain or service Company property during your employment;
- 11.1.2 carry out health and safety risk assessments of Company property and your workstation during your employment; and
- 11.1.3 recover Company property on or after termination of your employment.

12. Miscellaneous

12.1 The changes to the Employment Agreement as set out above will be permanent changes to your terms and conditions of employment. You will have no right to revert back to your previous working pattern unless permitted by the Company in accordance with clause 9.2 above.

12.2 You agree to immediately return any property belonging to the Company or VMware on termination of your employment (howsoever arising) and the Company reserves its right, where permitted by applicable law, to deduct from your salary, or any other sums owed to you, any equivalent monies owed to the Company or VMware for failure to return any such property.

12.3 Unless explicitly varied by the terms of this Letter, all other terms and conditions set forth in the Employment Agreement will remain valid and unaffected by these changes.



12.4 This Letter and your Employment Agreement (and any amendments or documents referred to in it) constitutes the entire agreement between you and the Company and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between you and the Company, whether written or oral, relating to its subject matter.

If you agree to these changes to your Employment Agreement, please indicate your acceptance by e-signing this document along with the offer Letter.

If you have any questions, please contact apachr@vmware.com.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Teena Gomes', written over a horizontal line.

Teena Gomes
Director, Regional HR Services

For and on behalf of the Company

I agree that my Employment Agreement shall be varied by the revised terms and conditions set out in this Letter.

Signature: {{ Sig_es_:signer1:signature }}
Employee Printed Name: Harish M

Date: {{ Date_es_:signer1:date }}

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2023**Dear **Harish S,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as “HCL” or “Company”**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2023** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential**HCL**

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At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards

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Annexure 1**COMPENSATION PLAN**

Name	Harish S
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Bangalore.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

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You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL

S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official's (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. 	
<u>Things to Remember</u>	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. 	

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:





Location of HCL Onboarding Team for joining formalities:



S. No	Location	Address
-------	----------	---------

1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV**EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS**

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

-  Basic Salary
-  Monthly Allowances
-  Variable Pay
-  Retirals & Insurances Benefit

 **Disclaimer:**
 ***Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.***

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

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mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Address: _____

Sub: Letter of Intent

Dear Iresh Tatarwal ,

Congratulations!

We are happy to inform you that we have decided to offer you the position of **“Associate Recruiter”** at our Bangalore office for our US Staffing Operations.

Please accept this as a formal offer letter from **Artech Infosystems Pvt. Ltd.**

You will be required to join us on **21st June’2023**. Your total cost to the company would be **INR 4,08,000 (Four Lakhs Eight Thousand only- Including Benefits) Per Annum**. You are entitled for a monthly pay of INR 25,000. During your training period of first 2 months, you will receive a stipend of INR 10,000 per month. Post successful completion of 2 months training, you will be eligible to receive a salary of INR 25,000 per month.

During your traineeship period of initial two months, you will be designated as “Trainee – RPO” and post successful completion of training as an “Associate Recruiter”.

You will be governed by the rules and regulation and such other practices, systems, procedures, and policies framed by the company from time to time. You will also be governed by the statutory laws enacted by the Local Authority/State or Central Government as applicable to you from time to time. You are advised to make yourself familiar with the company’s rules and policies.

We would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

Please carry all the original documents as listed below at the time of joining, along with one set of photocopy:

1. Copies of Certificates in support of your Qualifications
2. 5 Passport size photographs
3. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Passport, Credit Card with Photo)
4. Permanent and Local Address Proof
5. Pan Card Number and Copy
6. Aadhar Card Number

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have willfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Your appointment letter will be handed over to you once the background check is completed satisfactorily.

You are expected to serve the organization for a minimum period of 18 months or else a retribution amount of Rupees One Lakh (INR 1,00,000) would be imposed to recover the tangible and intangible cost incurred on you.

You are requested to sign and return a copy of this letter as a token of acceptance of the terms and conditions.

We welcome you to the Artech family and look forward to a long-term fruitful relationship.

Wishing you all the best!

Thanking You,
Yours Sincerely,
For Artech Infosystems Pvt. Ltd.
Sushant Singh Anand
(Sr. Manager- Human Resources)

Acknowledgment Letter

Company Profile:

Artech is the largest Women & Minority owned IT staffing firm in the US, with US\$ 725 million in annual revenues and a footprint across the globe. Artech was formed almost 3 decades ago and today, with commitment to providing best in class workforce solutions based on applied human intelligence, Artech works with over 85 Fortune 500 clients across USA, Canada, India, and China.

*At Artech, **we value human intelligence.***

We empower our teams to maximize the impact of their intellect, through a performance oriented, diverse, flexible, and inclusive work environment supported by our continuous learning and development focus.

Led by our visionary leadership, fuelled by our values, and driven by our combined intellect, our teams work with some of the largest Fortune 500 clients, defining industry benchmarks while optimizing their careers.

I am very pleased to accept the position of **Associate Recruiter - US IT Recruitment.**

I have attended the pre-placement presentation by Artech and have clearly understood the roles and responsibilities of the position along with the company's policies & benefits.

I am aware of the fact, that the job profile is in **Night shift** from **7:00 PM till 4:00 AM** or **9:00 PM till 6:00 AM.**

I acknowledge the fact that at the time of joining Artech, I will have to sign a **Service level agreement (SLA)** for a period of **18 months.**

I am excited to join Artech & look forward to a rewarding career ahead.

I accept the term & conditions stated above.

Thanking you,
Regards,

_____ (sign here)

Date: _____

College: _____



August 5, 2023

Iresh Tatarwal

Bengaluru

Subject: Offer of EmploymentDear

Iresh Tatarwal,

On behalf of GyanSys Infotech Private Limited (the "Employer"), I am pleased to confirm our offer of employment to you as **Software Engineer Trainee** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our organization **on September 6, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs 450,000/-**. At your level, the Variable Pay will be **Rs 45,000** of your annual salary. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure B, as well as all rules, regulations, guidelines, policies, and practices of the Employer, which may be amended from time to time. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Code of Conduct and other policies (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

This letter and GyanSys Infotech Private Limited employment application are intended to be final.



Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

Everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

If you wish to discuss any detail of this offer, please feel free to contact us.

Sincerely,

For GyanSys Infotech Private Limited



Rajeev Subudhi

Director Human Resource

ACCEPTANCE OF OFFER OF EMPLOYMENT

I, **Iresh Tatarwal**, hereby accept the terms and conditions of this employment offer. I will furnish all the documents for your records and will ensure to join on the given date of joining. I also hereby accept the documents submitted by me are true and correct.

Signature

Name: Iresh Tatarwal

Date: August 5, 2023

Place: Hosur



ANNEXURE A

	Component	Basis	Annual	Monthly
A	Fixed Cash Salary			
	Basic Salary	40% of A	Rs 162,000	Rs 13,500
	HRA	50% OF Basic Salary	Rs 81,000	Rs 6,750
	Communication Allowance	Rs 3000 per month	Rs 36,000	Rs 3,000
	Statutory Bonus	8.33% of Basic	Rs 13,500	Rs 1,125
	Special Allowance #	Balance	Rs 78,112	Rs 6,509
	Total (A)		Rs 370,612	Rs 30,884
B	Fixed Non- Cash Salary			
	Medical Insurance	-	Rs 5,000	Rs 417
	Employer Provident Fund	As per PF Act	Rs 21,600	Rs 1,800
	Gratuity	As per Gratuity Act	Rs 7,788	Rs 649
	Total (B)		Rs 34,388	Rs 2,866
C	Fixed Salary C = A+B		Rs 405,000	Rs 33,750
D	Variable Salary			
	Utilization Bonus	Payable Monthly	Rs 45,000	Rs 3,750
	Total (D)		Rs 45,000	Rs 3,750
E	Total CTC E=C+D		Rs 450,000	Rs 37,500

You are also entitled for Group Term Insurance coverage, which is addition to your CTC mentioned above in Annexure A



Group Term Insurance

You will be entitled to Term Life Insurance from Life Insurance Corporation of India. Details of the Scheme are mentioned below

Group Term Life Cover Scheme	
Insurer	Life Insurance Corporation (LIC)
Scope of Cover	Comprehensive Life Cover (Death due to any reason during the term of the policy)
Life Cover Sum Assured	1 time of Annual CTC subject to maximum 20 Lakh
Validity	1 Year (07/06/2023 to 06/06/2024)

Utilization Bonus*

You will be eligible for a performance linked monthly paid Utilization bonus. The Utilization Bonus will vary, primarily based on your performance and billing from the project in the given month. Utilization Bonus is set at Rs 45,000/- of your CTC. To be eligible for any bonus pay-out, you must not be on Performance Improvement Plan (PIP). Employer may amend or terminate the Utilization Bonus at any time.

Utilization Bonus calculation

If your utilization is 160 billable hours in the given month, you will be paid 100% of the monthly utilization bonus amount. In case, it is less than 160 hours in a given month, this amount will be calculated and paid on pro-rata basis.

Utilization Bonus Pay out

Month	Payout Month
January	February
February	March
March	April



Details of Annexure A

HRA:

House Rent Allowance is calculated at 50% of Basic Salary. The taxability will be as per prevailing Income Tax Act.

Employer Provident Fund Contribution:

GyanSys Provident Fund Contribution is calculated as per Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and other applicable Provident Fund Rules. Taxability of this component is based on prevailing Income Tax Rules.

Communication Allowance:

An allowance of Rs 3000 per month is payable on a monthly basis. (Rs 36000/- per annum). Tax benefits will be available as per the prevailing Income Tax Rules on submission of proofs. Communication Expenses can be claimed for one Post-paid mobile or one Land Phone. Telephone/ Mobile bills should be in the name of the Employee. Time to submit proof of documents shall be intimated time to time.

Uniform Allowance

An allowance of Rs 1600 per month is payable monthly (Rs 19,200/- per annum). Tax benefits will be available as per the prevailing Income Tax Rules on submission of proofs. Bills for the amount spent for the purchase of business formal/ Business casuals can be submitted as proof.

Statutory

Statutory Bonus payable as per The Payment of Bonus Act, 1965 is calculated at 8.33% of your Basic Salary. This component is paid out monthly and is fully taxable as per prevailing Income Tax Laws.

Special Allowance:

Special Allowance is the benefit provided to Employees after considering all other components in Salary.

Medical Insurance:

You will be entitled to Annual Floating Medical Insurance Coverage (Rs 3,00,000 coverage) for self and dependents limited to Spouse and 2 Children. You will also be entitled to Round-the-clock Personal Accident Insurance Coverage (Rs 5,00,000 coverage) for self. Actual amount may vary depending upon the number of dependents. Self-Coverage is mandatory, but you may opt for dependents.

Over Time Allowance:

Overtime Allowance will be calculated and paid out on a quarterly basis from January to December of current year. All billable hours above 480 will be considered for Overtime Allowance. This amount will be calculated at the rate of Rs 700 per hour.

Please refer and follow the guidelines to understand the process for availing Overtime Allowance as per the policy which is shared in the GyanSys ESS portal.

Over Time Allowance Pay-out

Quarter	Payout Month
January - March	May
April - June	August
July - September	November
October - December	February



Gratuity:

On completion of five years of continuous service with the company you will be eligible for the gratuity as per the payment of Gratuity Act. This amount will accrue to your account annually. The amount towards gratuity accrual is also a part of the above package.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

August 5, 2023

Signature

Date



General Instructions / Checklist of Documents

Dear Professional,

Congratulations and welcome aboard!!!

This checklist is to prepare you for your journey with us. The documents/material requested here are mandatory and must be carried along on your date of joining. Please carry photocopies of applicable documents as listed below.

Education		
Graduation		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Post-Graduation		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Professional [CA/CS/ICWA/etc.] *		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Membership Number allocation proof/document [if applicable]	<input type="checkbox"/>	
Employment		
Relieving Letter or Service Certificate [All Prior Employment(s)]	<input type="checkbox"/>	
Previous Employment Last Payslip	<input type="checkbox"/>	
Last Employer Relieving letter/Service certificate	<input type="checkbox"/>	
Form 16 for the Current Financial Year or the Salary Certificate*	<input type="checkbox"/>	
General		
Photocopy of PAN card is mandatory and should be submitted on your day of joining**{non-PAN card holders, please apply immediately}	<input type="checkbox"/>	
Photocopy of Aadhar is mandatory and should be submitted on your day of joining.	<input type="checkbox"/>	
2 Passport Size Photographs	<input type="checkbox"/>	
Photocopy of the Passport*	<input type="checkbox"/>	
Candidate Blood Group Information	<input type="checkbox"/>	
Additional Documents - If any	<input type="checkbox"/>	

* If applicable

** Very important and Critical document

We look forward to you joining us, where the BEST chooses to be.



Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement

This Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") is effective as September 6, 2023.

BY AND BETWEEN:

GyanSys Infotech Private Limited, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at ITPL, 8th Floor, Inventor Building, Whitefield, Bengaluru - 560066, hereinafter referred to as "Employer", (which shall be deemed to mean and include its successors and assigns); and

Iresh Tetarwal

Full Name: _____

hereinafter referred to as "I" or "me" or "my" (as the context may require), (which shall be deemed to mean and include my heirs, legal representatives, executors, and administrators).

1. GENERAL

We are working together to build a world-class organization. It is hence important that the atmosphere and environment we create together enhances the potential and capability of each one of us. These service conditions aim to build a strong professional work environment based on the strong foundations of integrity and ethics.

I understand that I shall always maintain absolute integrity and devotion to duty. If I hold a senior or managerial position, I shall take all possible steps to ensure the integrity and devotion to duty of all personnel within my control and authority. I understand that I shall not act in a manner that is prejudicial to the interests of, or that brings disrepute to, the Employer or its Connected Entities (as defined in Section 3 below). At all times, I shall be bound by and shall comply with the Code of Ethics and Professional Conduct of the Employer.

2. STATEMENT OF FACTS - VISIBLE PRACTICE OF INTEGRITY

I understand that the Employer's offer to employ me is made based on, among other things, the proficiency of professional skills that I have declared to possess as per my resume.

I shall not at any point in time furnish false information regarding personal details such as name, age, contact address or professional information, including, but not limited to, qualifications, ability, previous service, or any other matter germane to my employment with the Employer, at the time of employment or during employment. The employer has right to confirm the information provided by me at any time and from any source. If, later, any of my statements are found to be false or misleading, the Employer shall have the right to terminate my services forthwith.

I understand that I am expected to follow the letter and spirit of all applicable taxation laws, rules and regulations and uphold the values of honesty and integrity in all my actions. During doing so, I shall claim only actual expenses and ensure compliance with the applicable tax laws in letter and spirit.

Any enhancement of compensation and benefits will be based on my performance and would be at the discretion of the Employer. In case my performance falls short of minimum standards set by the Employer, the Employer shall have the right to terminate my employment forthwith.



3. CONFIDENTIALITY

I understand that, by my employment, I will acquire and be exposed to, have access to, make use of, create and/or add to Proprietary Information and Personally Identifiable Information ("PII", as hereinafter defined). "Proprietary Information" includes all ideas, information, and materials, tangible or intangible, not generally known to the public, relating in any manner to the business of the Employer or a Connected Entity (as hereinafter defined), its personnel (including partners, principals, members, officers or employees), clients and prospective clients, vendors, suppliers, independent contractors, subcontractors, agents or others with whom the Employer or a Connected Entity does business that I learn or acquire during the period of my employment with the Employer.

Proprietary Information therefore includes, but is not limited to, manuals, documents, research notes, drafts, software, source code, methodologies, business processes, inventions, compilations of technical data, databases, client or prospective client lists, information relating to the development or maintenance of client relationships and good will, names of suppliers, specifications, designs, business or marketing plans, forecasts, financial information, personnel information or lists, work in progress, and other technical or business information, whether prepared by me or others for the Employer or a Connected Entity, or received by me or others for the Employer or a Connected Entity. Proprietary Information does not include basic programming or accounting know-how that is generally known and used within the software industry or accounting profession.

"PII" means information relating to an identified or identifiable natural person, excluding business contact information, that I acquire, am exposed to, have access to, or make use of about my employment with the Employer, whether in written, oral, electronic, or other form, and any copies thereof. An identifiable person is a person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural, or social identity. Examples of PII include, but are not limited to, the following: account number (bank account, credit card, etc.), address, biometric identifier, license or identification number, date of birth, government identifiers (such as social security numbers), name, personnel number, photograph or video identifiable to an individual, vehicle identifier or serial number, and may also include other information related to an individual that may directly or indirectly identify the individual (e.g. salary, performance rating, purchase history, call history, etc.).

"Connected Entity" as used in this Agreement shall mean GyanSys Infotech Pvt Ltd, India and any corporation, partnership, limited liability Employer or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by the Employer, GyanSys Inc, USA or its subsidiaries (whether located in the U.S., India or any other country)(ii) controls, is controlled by or is under common control with a GyanSys Entity; or (b) in which any partner, principal, member, officer, employee or other personnel of a GyanSys Entity participated on behalf of, or carried out any duties with respect to the affairs of a GyanSys Entity. For purposes of this Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

I agree to hold in trust and confidence all Proprietary Information and Personally Identifiable Information during and after the period of my employment with the Employer. I will not disclose any Proprietary Information and Personally Identifiable Information to anyone outside the Employer or a Connected Entity without the prior written approval of an ***Authorized Representative*** of the Employer or use any Proprietary Information or Personally Identifiable Information for any purpose other than for the benefit of the Employer or a Connected Entity as required by my authorized duties for the Employer. Upon termination of my employment with the Employer (a) I will not use or disclose Proprietary Information or Personally Identifiable Information, whether in documentary or digital form or committed to memory or in any other form, for any purpose ; (b) I will not retain or take with me any Proprietary Information or Personally Identifiable Information in a tangible form; and (c) I will immediately deliver to the Employer any Proprietary Information and Personally Identifiable Information in a tangible form that I may then or thereafter hold or control. "Tangible" form includes written or graphic form, on a computer disc, USB drive or other medium, on a website, or otherwise stored in or available through electronic or other form.

I agree to keep confidential any information or manuals relating to the Employer's compensation and benefits schemes that may become known to me as an employee of the Employer. I agree to maintain the utmost secrecy regard to the compensation and benefits package of any other employee of the Employer or any Connected Entity



that becomes known to me during employment, and I shall not discuss it with any colleague, except on a need-to-know basis. I agree that during the term of my employment with the Employer, I shall not improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity, and that I will not bring into any of the premises maintained by the Employer or a Connected Entity, or otherwise provide to the Employer or a Connected Entity, any unpublished document or proprietary information belonging to any such employer, person or entity without the prior written authorization of such employer, person or entity. If I receive such an authorization, I will send a copy to the Authorized Signatory.

An ***Authorized Representative*** is the Director Human Resource for the Employer or a Connected Entity located in India or his or her designee.

4. EXTERNAL COMMUNICATIONS

I agree that I shall not, either directly or indirectly, during or after my employment, communicate to any public papers, on internet, journals, social media, pamphlets or leaflets, or cause to be disclosed at any time, either verbally or in writing, any information or documents, official or otherwise, relating to the Employer or a Connected Entity, including, without limitation, any Proprietary Information or Personally Identifiable Information, except with the prior written approval of management of the Employer.

5. INTELLECTUAL PROPERTY RIGHTS

I hereby agree that, except with respect to Personal Works (defined below), the Employer or a Connected Entity owns all rights, title, and interest in and to all work performed, and all materials, creations, designs, technology, discoveries, inventions, ideas, information, and other tangible or intangible matter (whether or not patentable or copyrightable), conceived, developed or created by me, alone or with others, during the period of my employment with the Employer, including, but not limited to, all related copyright, trade secret, patent, trademark, and other intellectual property rights (the "Creations"). To the maximum extent permitted by applicable law, the Creations shall be deemed works made for hire under India copyright or applicable laws or any equivalent laws of applicable foreign jurisdictions, and all rights, title, and interest in and to the Creations shall vest automatically in the Employer or a Connected Entity, as determined by the Employer.

I hereby assign and irrevocably agree to assign all right, title, and interest including, but not limited to, patent, copyright, trade secret, trademark, and other proprietary rights, in and to such Creations to the Employer or a Connected Entity, as determined by the Employer (as to copyright, to the extent such Creations are held not to be works made for hire under applicable law). The Employer or a Connected Entity, as determined by the Employer, will have the sole right, in its own name, to obtain, hold, register, and otherwise perfect, protect and enforce (including bringing actions for past or future infringement of) all rights relating to the Creations, including, but not limited to, any renewals or extensions thereof.

I will (a) promptly notify the Employer in writing of any Creations, and deliver to the Employer the tangible form of all Creations (including any copies); and (b) provide the Employer and any person designated by the Employer or a Connected Entity, at the expense of the Employer or a Connected Entity, any assistance and cooperation requested by the Employer or a Connected Entity to obtain, hold, register, and otherwise perfect, protect, and enforce (including bringing actions for past or future infringement of) all rights relating to the Creations, including, but not limited to, executing written instruments and serving as a witness. If, in breach of my obligations under this Agreement, I use any Creations or Proprietary Information in conceiving, developing or creating any materials, creations, designs, technology, discoveries, inventions, ideas, information or other tangible or intangible matter after termination of my employment with the Employer, I acknowledge and agree that such tangible or intangible matter constitutes, at the sole discretion of the Employer or a Connected Entity, Creations subject to the assignment requirement, and the other terms and conditions, of this Agreement.

Only a Creation that meets all of the following criteria would be considered a personal work ("Personal Work"): (a) it is conceived, developed, and created by me on my own time without using the equipment, supplies or facilities of the Employer or a Connected Entity or any Proprietary Information or other Creations, (b) it is unrelated to the actual or reasonably anticipated business or research and development of the Employer or a Connected Entity of which I am or become aware, and (c) it does not result from any work performed by me for the Employer or a Connected Entity. The obligations noted above in paragraph 5 do not apply to Personal Works.



I will not provide Employer or a Connected Entity with any Personal Works without prior written authorization of the Employer.

Any assignment of copyright hereunder includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively "Moral Rights"). If, despite the above, I am deemed under applicable law to retain any rights including without limitation any Moral Rights, I hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, I grant, and agree to grant, to the Employer or its designees the exclusive, perpetual, irrevocable, worldwide and royalty-free license to use, modify and market such rights, without identifying me or seeking my consent. I agree that my obligation to render any cooperation for the foregoing shall continue even after termination of my relationship with the Employer.

Upon demand by the Employer, I shall immediately deliver /hand over all information/ material relating to the Creations in my possession, in a tangible form and to the satisfaction of the Employer or Connected Entities.

6. CONFLICT OF INTEREST

Any position with the Employer calls for whole time employment and I agree to devote myself exclusively to the business of the Employer.

During my period of employment, I will not directly or indirectly, participate in or in any way render services or assistance to any business, whether for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of the Employer or a Connected Entity, or otherwise create a conflict, or the appearance of a conflict, of interest with the Employer or a Connected Entity. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of the Employer or a Connected Entity, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having any outside employment, having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with the Employer or Connected Entity, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

7. NON-SOLICITATION

The following non-solicitation provisions are designed to protect the investment of the Employer and all Connected Entities in their clients and employees, valid business needs in today's competitive marketplace. Nevertheless, this Agreement is not intended to limit an employee's ability to pursue a professional career upon leaving the Employer.

- a. **Non-Solicitation of Clients.** I acknowledge that, because of the nature of my work for the Employer or a Connected Entity, my solicitation or serving of certain clients related to my work for the Employer or a Connected Entity would necessarily involve the unauthorized use or disclosure of Proprietary Information of the Employer or a Connected Entity, and the proprietary relationships and goodwill of the Employer or a Connected Entity, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or any Connected Entities with the laws, rules and regulations of the U.S. or India, or independence-related requirements of a government regulatory body. Accordingly, during the period of my employment with the Employer and for two years thereafter, I will not, directly or indirectly, solicit or provide services to any client of the Employer or a Connected Entity to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my employment with the Employer.

In this regard, I acknowledge and agree that the market for the kinds of services I rendered or will render as part of my work for the Employer or a Connected Entity reaches throughout, and in certain instances beyond, India and that the Proprietary Information which has been and will be provided to me relates to similar kinds of services rendered by the Employer or a Connected Entity throughout, and in certain instances beyond, India and therefore the geographic scope of this Agreement is reasonable and is designed to protect the Employer's or a Connected Entity's legitimate business interests in the preservation of Proprietary Information.



- b. Non-Solicitation of Personnel.** I acknowledge that, because of the nature of my work for the Employer or a Connected Entity, my solicitation or hiring of any partner, principal, member, officer or employee of or any contractor to the Employer or a Connected Entity, or my participation in their hiring, admission or retention, as the case may be, would necessarily involve the unauthorized use or disclosure of Proprietary Information of the Employer or a Connected Entity, and the proprietary relationships and goodwill of the Employer or a connected Entity. Accordingly, during the period of my employment with the Employer and for two years thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any partner, principal, member, officer or employee of the Employer or a Connected Entity to leave the Employer or a Connected Entity, or to join any firm or business with which I may be or become affiliated, or (b) participate in the hiring or admission of any partner, principal, member, officer or employee of the Employer or a Connected Entity, or (c) cause a contractor of the Employer or a Connected Entity to cease providing services to, with, or on behalf of the Employer or such Connected Entity.

8. AUTHORIZATION

Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about Employer, the business and plans, various client-related projects etc.

9. SECURITY

Security of Proprietary Information, Personally Identifiable Information and other data (refer to Annexure C* on Information Security Policy) are important aspects of our business and a basic expectation of our clients. In recognition of this responsibility towards our clients and business, I agree to adhere to the following conditions always:

Proprietary Information or Personally Identifiable Information is available to me on a need-to-know basis for specified groups based on my roles and responsibilities. The network file server access is permitted on an as-required basis only. Access to these is authorized through access privileges approved by designated personnel of the Employer or a Connected Entity.

Internet access is available to me for completing my work responsibilities and browsing sites of professional interest. I understand that I am expected to adhere to Employer requirements related to downloading of copyright information, security of the Employer network and office decorum.

The communication security may be maintained by controlling physical access to computer systems, disabling all workstation CD, USB Storage Pen drives or hard disks and Employer-wide communications to heighten awareness of the need for protection of intellectual property and sensitive customer information.

Access to the network, development environment and E-mail Server of the Employer or a Connected Entity is through an individual's password. In the interest of security, I agree to utilize this facility and maintain confidentiality of the same.

In the interest of security, I shall not install, download, copy or duplicate any unauthorized or unlicensed software, programs, games, attachments on any computer system of the Employer or a Connected Entity.

I am expected to be responsible for the security of official documents/ manuals and such material that may come to me during various assignments. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it.

I am required to display my identity card to the security personnel of the Employer or a Connected Entity on demand and always within the office premises. Any equipment taken out of the office premises will require a gate pass duly authorized by the designated personnel of the Employer or a Connected Entity. * The Information Security Policy will be provided for your review and acceptance on or before the day of your joining the Employer.



10. USE OF EMPLOYER OR CONNECTED ENTITIES RESOURCES AND RETURN OF PROPERTY

I understand that I shall be responsible for the safekeeping and good condition and order of all the property of the Employer or a Connected Entity that is entrusted to my care and charge. I may use the resources of the Employer or a Connected Entity only for official purposes.

Unless otherwise agreed by the Employer in writing, upon termination of my employment for any reason, in addition to the return of Proprietary Information and Personally Identifiable Information as set forth in Paragraph 1, I agree to return to the Employer or a Connected Entity all Creations and all other property, equipment, credit cards, documents, records, lists, files, and any and all other materials of the Employer or a Connected Entity, including, without limitation, computerized or electronic information that is in my possession or control as of the date on which my employment is terminated, and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment (the "Property").

The Property shall be delivered to the Employer or a Connected Entity at any location designated by the Employer or a Connected Entity, at my expense, within One (1) business day after the termination of my employment or on an alternate date designated by the Employer or a Connected Entity. I further agree to allow the Employer or any Connected Entity to inspect any of my personal or home computers to determine whether any Proprietary Information, Personally Identifiable Information or Property belonging to the Employer, or a Connected Entity resides on such computers and to permit the Employer or a Connected Entity to remove such Proprietary Information, Personally Identifiable Information or Property from such computers.

11. NOTIFICATION

I agree that prior to accepting employment or affiliation with another firm or business, I will advise such firm or business of my duties and obligations under this Agreement. After my employment with the Employer ends, I agree that the Employer or a Connected Entity shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Agreement.

12. FUTURE COOPERATION

Upon termination of my employment for any reason, I will cooperate with the Employer or a Connected Entity in all matters relating to the completion of pending work on behalf of the Employer or a Connected Entity and the orderly transfer of work to partners, principals, members, officers or employees of the Employer or a Connected Entity. I will also cooperate fully with the Employer or a Connected Entity about any threat of or actual legal proceeding against the Employer or a Connected Entity or any client, customer or licensor of the Employer arising out of any matter with or of which I have had contact or knowledge during my employment.

13. CERTIFICATION

I agree that during the period of my employment with the Employer I will be requested, provide written certification in such form as the Employer may require that I have complied with my obligations under training and certification Agreement.

14. REMEDIES

I acknowledge and agree that a breach of this Agreement would cause irreparable harm to the Employer or a Connected Entity and that, in addition to other remedies, the Employer on behalf of itself or a Connected Entity is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, the Employer or a Connected Entity will be entitled to the payment of the Employer's or Connected Entity's reasonable costs and attorney's fees incurred in enforcing this Agreement.



15. APPLICABLE LAW AND JURISDICTION

I Understand the Employer may depute me overseas for on-site work or to any other location in India.

I irrevocably submit to the exclusive jurisdiction of any competent courts situated in Bangalore only, concerning any dispute arising out of my employment or relating to this Agreement, and I waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

16. MISCELLANEOUS PROVISIONS

The above terms and conditions are based on, and should be read in conjunction with, the Employer policies, procedures and other rules currently applicable. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, guidelines would be posted on the Employer's policy portal for employee reference. All future communications would be deemed to have your prior consent. The Employee shall also abide by all other rules and regulations of the Employer as shall be in force, from time to time.

Except as set forth in the following sentence, I acknowledge and agree that this Agreement contains the entire understanding between the Employer, each Connected Entity and me with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter. Notwithstanding the foregoing, I acknowledge and agree that any written agreement between the Employer or any Connected Entity and me with respect to the subject matter hereof that was signed by me prior to the date hereof shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the date hereof.

The rights and benefits of the Employer under this Agreement shall be transferable, and all provisions of this Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me and shall inure to the benefit of any Connected Entity to which I may transfer during my employment with the Employer or the Connected Entity, provided, however, none of my duties or obligations under this Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignment in violation of this paragraph shall be null and void.

I understand that my post-employment obligations in sections 3, 4, 5, 7, 8, 11, 12, 13, 14, 15 and 16 of this Agreement will survive the termination of this Agreement. The provisions noted above explain the length of such post-employment obligations, some are limited in time and others are of unlimited duration.

For **GyanSys Infotech Pvt Ltd**



Human Resources
Authorized Signatory

I accept all the terms and conditions of the Employer as stipulated in this Agreement.

Signature

Iresh Tatarwal
Full Name

19



16-Dec-2022

Dear Janani S,

We are pleased to inform you that you have been selected for internship with Micro Focus Software Solutions India Private Limited (the "Company" or "Micro Focus"), Bangalore from 05-Apr-2023 to 04-Oct-2023 for a period of Six months ("Internship") under the guidance and supervision of Ravi Kumar or any other as may be decided from time to time by the Company and as per the terms and conditions of this agreement ("Agreement"). Your location would be Bangalore, India.

The terms and conditions of this Agreement are as under:

A. Compensation:

During the tenure of your Internship, you will be paid a stipend of Rs. 20,000 per month subject to tax deductible at source under the applicable law. The payment of stipend shall depend on your continued presence during working hours at the location stipulated herein above.

B. Working Hours

You will be required to carry out your Internship duties at our office location for 40 hours a week including lunch break of one hour from Monday to Friday. However, you understand and agree that you will be required to put in additional hours depending upon exigencies of business as may be specified by the Company from time to time.

C. Leave:

1. You are eligible for 1 day leave per month during the period of Internship. Leave cannot be accumulated, encashed or carried forward during the internship period.
2. During your Internship period, leave of absence must be approved by manager in advance.
3. You must report any leave due to sickness or injury to the manager as soon as practically possible and submit medical certificate where the leave exceeds 3 continuous days.

D. Notice Period:

1. At any time during this period, either party may terminate this Agreement, with or without cause, by giving to the other a notice of one week in advance.
2. Without prejudice to and notwithstanding the above, your Internship with the Company hereunder may be terminated immediately by the Company without any requirement of prior notice and without incurring any obligation or liability towards termination, if at any time in the sole and absolute discretion of the Company.



E. General Terms and Conditions:

1. It is clearly understood that you are not, in any manner providing any service, to Micro Focus and that the payment of stipend shall not, in any manner, be construed or deemed to be consideration towards the services of employment rendered by you.
2. During the period of Internship, you will not be entitled to any of the privileges, statutory benefits, reimbursements or allowances enjoyed by the regular employees of Micro Focus.
3. You will be responsible for the safekeeping of all the Company's properties and return in good condition, all the Company's properties may be in your use, custody or charge when demanded or on termination of this Agreement.
4. During your Internship with the Company, you shall be bound by the Company's policies applicable from time to time and any violation may invite disciplinary action including immediate termination of this Agreement.
5. During your Internship period, you shall be obligated to compensate Micro Focus appropriately, in the event you cause any loss or damage to any property that is owned or leased by Micro Focus.
6. You understand that the Company shall not be responsible for any loss, theft or damage caused to your belongings or injuries/ impairment in health caused to you in any manner whatsoever during your Internship period.
7. This Agreement shall be governed and construed in accordance with laws in India.

F. Confidentiality:

1. During your Internship with the Company, you may come across certain confidential or proprietary information related to the business of the Company. You undertake not to disclose such information to any third party in any circumstances whatsoever.
2. You shall not publish your research / project report and about the Company in any form either in the social or mass media. Any generic report prepared by you with prior approval from your manager shall used strictly for academic purposes.
3. You shall maintain utmost confidentiality on any information that you may acquire during the internship period and sign the attached 'Agreement Regarding Confidential Information and Proprietary Developments' on or before the start of Internship.
4. During your Internship period, you shall not, copy, duplicate, decompile or translate any intellectual property of Micro Focus without appropriate authorization. You shall not take out any intellectual property belonging to Micro Focus, outside the workplace or Micro Focus's premises, without appropriate authorization from the supervisor.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.

Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.



Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

**US Export Controls on Technology Transfer
Micro Focus Employee Letter of Assurance**

I acknowledge that during my work for Micro Focus International PLC (MF) I may, directly or indirectly, receive or access software and/or technical data which MF has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. (15 CFR - Part 740.6 – License Exceptions TSR)

This list is subject to change without notice.

Armenia
Azerbaijan
Belarus
Cambodia
China (PRC)
Georgia
Iraq
Kazakhstan
Korea, North
Kyrgyzstan
Laos
Libya
Macau
Moldova
Mongolia
Russia
Tajikistan
Turkmenistan
Ukraine
Uzbekistan
Venezuela
Vietnam
Yemen
Cuba



Iran
Korea, North
Sudan
Syria

Agreement Regarding Confidential Information and Proprietary Developments

THIS CONFIDENTIALITY AGREEMENT (the "Agreement") is entered on this 16-Dec-2022 by and between **Micro Focus Software Solutions India Private Limited** (the "Company"), and Mr./Ms. Janani S ("Intern"). In consideration of the commencement of the internship and the stipend paid to the Intern, the Intern hereby acknowledges and agrees with the Company as follows:

1. General. During my internship with the Company, I may have access to and become familiar with various trade secrets, confidential and proprietary information, training, and/or customer contacts belonging to the Company, its affiliates and customers to assist me in performance of my duties. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company, unless such intern is compelled to disclose it by judicial process.

2. Confidential Information. This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public ("Confidential Information") which is acquired or produced by me in connection with my internship with the Company. The term "Confidential and Proprietary Information" means the following:

A. Company Internal Information which includes but is not limited to:

- i. customer information, such as any compilation of past, existing or prospective customers, customers' proposals or agreements between customers and status of customers' accounts or credit, or related information about actual or prospective customers, customer lists, knowledge of customer needs and preferences;
- ii. tax records, financial information, such as the Company's earnings, assets, debts, prices, pricing structure, estimates, volumes of customers,
- iii. employee/personnel database, any information or data pertaining to or in relation with the past and current employees of the Company;
- iv. transaction details such as names or address, terms of services, procurement requirements, contracts of particular transactions, or related information about potential customers; marketing information, such as details about ongoing or proposed marketing programs or agreements by or on behalf of the Company, projections, sales forecasts or results of marketing efforts or information about impending transactions;
- v. vendor and service provider information, prices and terms at which procurements are made by the Company.

B. Technical Information which includes but is not limited to:

- i. all technical data, information concerning databases, research, product plans, products, services, trade secrets or know-how,



- ii. information relating to developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, tooling, prototypes, sketches, models, drawings, samples;
- iii. information relating to trade secrets, confidential knowledge, data;
- iv. other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, data bases and any other original works of authorship.

C. Business Information which includes but is not limited to:

- i. business plans, mechanisms, business related functions, activities, business systems, processes and services;
- ii. trade secrets, business strategies, marketing strategies, methods of operation and market information;
- iii. other valuable information, confidential information and trade related information relating to the business and activities of the Company and useful or necessary for the success of the Company's business and activities;
- iv. I further certify that I have fully and completely complied with the terms of the Internship Agreement signed by me

3. Non-disclosure: Abiding by the Company Confidential Information Policy, I specifically agree that with regard to the following:

- a) to use such information only in the performance of Company duties;
- b) to hold such information in confidence and trust; and
- c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my internship with Company.

I further agree that any organizational information or staffing information learned by me in connection to my internship with the Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my internship with the Company. I further agree that I will not use or permit use of such as a means to recruit or solicit Company employees away from Company (either for myself or for others).

4. Proprietary Developments. This Agreement also concerns inventions and discoveries (whether patentable or not), designs, works of authorship, mask works, improvements, data, processes, computer programs and software ("Proprietary Developments") that are conceived or made by me alone or with others while I am interning with the Company and relate to the research and development or the business of Company, or result from work performed by me for Company, or that developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- a) to disclose them promptly to Company;
- b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- c) to assign any right of recovery for past damages to Company; and



d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the Company was used and which was developed entirely on my own time, unless (a) the invention relates (i) to the business of the Company or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the intern for the Company.

5. Respect for Rights of Former Employers. I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my internship with the Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

6. Work Product. The product of all work performed by me during and within the scope of my Company internship including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that the Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

7. Company Property. I undertake not to remove any Company property from Company premises without Company's permission. Upon the end of my internship with the Company, I will return all Company property to the Company unless the Company gives written permission to retain the same.

8. Protective Covenants. I agree that during my internship and for a period of twelve (12) months following the termination of my internship with the Company, I will abide by the following Protective Covenants:

- a) No Solicitation. I will not either in person or in conjunction with others knowingly solicit or induce or attempt to solicit or participate in soliciting or communicating with :
 - i) any customer of Company in pursuit of a Competing Line of Business ;
 - ii) Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company or work with me or any other person or entity; and
 - iii) Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company.

The above terms are defined as hereunder:



“Competitor” means an individual, corporation, other business entity or separately operated business unit of an entity that engages in a Competing Line of Business. “Competing Line of Business” includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). “Conflicting Business Activities” means job duties or other business-related activities in India or in any other country where the Company business units in which I work do business, or management or supervision of such job duties or business-related activities, if such job duties or business-related activities are the same as or similar to the job duties or business-related activities in which I participate or as to which I receive Confidential Information in the last two years of my internship with the Company.

“Company Employee” means an individual employed by or retained as a consultant to Company or its related corporations. “Company Supplier” means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

9. Enforcement. For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my internship with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

10. Relief and Extension. I understand that on violation of this Agreement including the Protective Covenants, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction; (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law; and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies which may apply. I agree that on violation of any provisions stated in the Protective Covenants, the time period will be extended by one day for each day of violation which may extend to a maximum time period originally prescribed for the same.

11. Severability, Authority for Revision, Assignment and Governing Law. The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I may have entered with Company relating to Confidential Information or Proprietary Developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be

assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

12. Acceptance by Company. A counterpart of this Agreement has been executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

13. Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company



Uttam Kumar Sanghi
APJ Talent Acquisition Leader

Signature:

Email: JananiS45@gmail.com



Mindtree

A Larsen & Toubro Group Company

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna
Vice President - Revenue Assurance

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Jatothu Vamshi, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	JATOTHU VAMSHI

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : Jatothu Vamshi

Competency : C1

Designation : ENGINEER

Stipend : INR 22,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 500 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Annexure 2

Compensation stack effective from the date of confirmation

Name : Jatothu Vamshi

Competency : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	308,004
Bonus**	42,000
Annual Cost to Company	350,004

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.



separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

{{Sig_es_:signer:signature}}

8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 350,004.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

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10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.
2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.
3. Salary for the purpose of notice period means the two components of Basic & fixed components (as applicable), in your compensation at the time of termination of your employment.

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10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

- a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.
- b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.
- c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be terminated without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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On the date of joining at Mindtree Kalinga Bhubaneswar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

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Date: 30-06-2023

Dear Manikant Avargol,

Sub: Letter of Offer

We are pleased to offer you a position of a “**Software Engineer**” in our Company on contract basis from July 1, 2023 to June 30, 2023 which may be extended further.

Your compensation & benefits are as per Annexure A attached herewith. Your salary is strictly confidential.

You will be eligible for benefits/statutory contributions as per the Company’s policies, i.e., PF Employer contributions as per Employee’s Provident Scheme, 1952, ESI (If applicable) as per Employee State Insurance Act 1948.

Your services may be terminated at any time by giving 30 days’ notice, by either side. The period of such notice is to be counted from the day such notice is received. In the event of your resigning from the Company’s services without giving 30 days’ notice, you are bound to pay your one-month’s gross salary to the Company. However, the Company, on its sole discretion, may relieve you earlier than the date requested by you.

We look forward to having you on board and the significant contribution you will make to the continued success of Duru Cooperation Private Limited. Please acknowledge your acceptance of this offer by signing the duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited




Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name : Manikant Avargol

Signature :

Date :

Date: 30-06-2023

Dear Manikant Avargol,

This is with reference to the letter of offer made by us dated 30th June 2023.

You are being deputed to work as intern with our client, M/s. LG Soft India at Bangalore with Stipend of Rs. 25,000 PM, till further notice from us. Please find the details below.

Contact Person: **Ms. Ritika Mathur / Ms. Shobha Kammar**

Address:

M/s. LG Soft India Private Limited
Embassy Tech Square,
Marathahalli-Sarjapur Outer Ring Road,
Bangalore – 560103.
Ph: 080-6615 5020

Please acknowledge your acceptance by signing the duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited



Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name : Manikant Avargol

Signature :

Date :

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2023**Dear **Manush V**,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as “HCL” or “Company”**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2023** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential**HCL**

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards

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Annexure 1**COMPENSATION PLAN**

Name	Manush V
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Bangalore.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

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You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL

S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official's (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. 	
<u>Things to Remember</u>	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. 	

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:





Location of HCL Onboarding Team for joining formalities:



S. No	Location	Address
-------	----------	---------

1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV**EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS**

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

-  Basic Salary
-  Monthly Allowances
-  Variable Pay
-  Retirals & Insurances Benefit

 **Disclaimer:**
 **Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.**

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
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- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

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mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

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Technology Hub, Special Economic Zone

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2023**Dear **Mohammed maaz,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as “HCL” or “Company”**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2023** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential**HCL**

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At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards

Annexure 1**COMPENSATION PLAN**

Name	Mohammed maaz
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II**Welcome aboard...**

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT**1. Location**

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Bangalore.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

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You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL

S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official's (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. 	
<u>Things to Remember</u>	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. 	

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:





Location of HCL Onboarding Team for joining formalities:



S. No	Location	Address
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1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
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 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Date: 30-06-2023

Dear Mohammed Tameem,

Sub: Letter of Offer

We are pleased to offer you a position of a “**Software Engineer**” in our Company on contract basis from July 1, 2023 to June 30, 2023 which may be extended further.

Your compensation & benefits are as per Annexure A attached herewith. Your salary is strictly confidential.


You will be eligible for benefits/statutory contributions as per the Company’s policies, i.e., PF Employer contributions as per Employee’s Provident Scheme, 1952, ESI (If applicable) as per Employee State Insurance Act 1948.

Your services may be terminated at any time by giving 30 days’ notice, by either side. The period of such notice is to be counted from the day such notice is received. In the event of your resigning from the Company’s services without giving 30 days’ notice, you are bound to pay your one-month’s gross salary to the Company. However, the Company, on its sole discretion, may relieve you earlier than the date requested by you.

We look forward to having you on board and the significant contribution you will make to the continued success of Duru Cooperation Private Limited. Please acknowledge your acceptance of this offer by signing the duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited




Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name : Mohammed Tameem

Signature :

Date :

Date: 30-06-2023

Dear Mohammed Tameem,

This is with reference to the letter of offer made by us dated 30th June 2023.

You are being deputed to work as intern with our client, M/s. LG Soft India at Bangalore with Stipend of Rs. 25,000 PM, till further notice from us. Please find the details below.

Contact Person: **Ms. Ritika Mathur / Ms. Shobha Kammar**

Address:

M/s. LG Soft India Private Limited
Embassy Tech Square,
Marathahalli-Sarjapur Outer Ring Road,
Bangalore – 560103.
Ph: 080-6615 5020

Please acknowledge your acceptance by signing the duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited



Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name : Mohammed Tameem

Signature :

Date :



August 5, 2023
Mohammed
Younus Fardeen
Bengaluru

Subject: Offer of EmploymentDear

Mohammed Younus Fardeen,

On behalf of GyanSys Infotech Private Limited (the "Employer"), I am pleased to confirm our offer of employment to you as **Software Engineer Trainee** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our organization **on September 6, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs 450,000/-**. At your level, the Variable Pay will be **Rs 45,000** of your annual salary. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure B, as well as all rules, regulations, guidelines, policies, and practices of the Employer, which may be amended from time to time. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Code of Conduct and other policies (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

This letter and GyanSys Infotech Private Limited employment application are intended to be final.



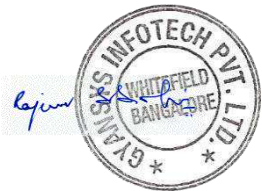
Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

Everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

If you wish to discuss any detail of this offer, please feel free to contact us.

Sincerely,

For GyanSys Infotech Private Limited



Rajeev Subudhi

Director Human Resource

ACCEPTANCE OF OFFER OF EMPLOYMENT

I, **Mohammed Younus Fardeen**, hereby accept the terms and conditions of this employment offer. I will furnish all the documents for your records and will ensure to join on the given date of joining. I also hereby accept the documents submitted by me are true and correct.

Signature

Name: Mohammed Younus Fardeen

Date: August 5, 2023

Place: Hosur



ANNEXURE A

	Component	Basis	Annual	Monthly
A	Fixed Cash Salary			
	Basic Salary	40% of A	Rs 162,000	Rs 13,500
	HRA	50% OF Basic Salary	Rs 81,000	Rs 6,750
	Communication Allowance	Rs 3000 per month	Rs 36,000	Rs 3,000
	Statutory Bonus	8.33% of Basic	Rs 13,500	Rs 1,125
	Special Allowance #	Balance	Rs 78,112	Rs 6,509
	Total (A)		Rs 370,612	Rs 30,884
B	Fixed Non- Cash Salary			
	Medical Insurance	-	Rs 5,000	Rs 417
	Employer Provident Fund	As per PF Act	Rs 21,600	Rs 1,800
	Gratuity	As per Gratuity Act	Rs 7,788	Rs 649
	Total (B)		Rs 34,388	Rs 2,866
C	Fixed Salary C = A+B		Rs 405,000	Rs 33,750
D	Variable Salary			
	Utilization Bonus	Payable Monthly	Rs 45,000	Rs 3,750
	Total (D)		Rs 45,000	Rs 3,750
E	Total CTC E=C+D		Rs 450,000	Rs 37,500

You are also entitled for Group Term Insurance coverage, which is addition to your CTC mentioned above in Annexure A



Group Term Insurance

You will be entitled to Term Life Insurance from Life Insurance Corporation of India. Details of the Scheme are mentioned below

Group Term Life Cover Scheme	
Insurer	Life Insurance Corporation (LIC)
Scope of Cover	Comprehensive Life Cover (Death due to any reason during the term of the policy)
Life Cover Sum Assured	1 time of Annual CTC subject to maximum 20 Lakh
Validity	1 Year (07/06/2023 to 06/06/2024)

Utilization Bonus*

You will be eligible for a performance linked monthly paid Utilization bonus. The Utilization Bonus will vary, primarily based on your performance and billing from the project in the given month. Utilization Bonus is set at Rs 45,000/- of your CTC. To be eligible for any bonus pay-out, you must not be on Performance Improvement Plan (PIP). Employer may amend or terminate the Utilization Bonus at any time.

Utilization Bonus calculation

If your utilization is 160 billable hours in the given month, you will be paid 100% of the monthly utilization bonus amount. In case, it is less than 160 hours in a given month, this amount will be calculated and paid on pro-rata basis.

Utilization Bonus Pay out

Month	Payout Month
January	February
February	March
March	April



Details of Annexure A

HRA:

House Rent Allowance is calculated at 50% of Basic Salary. The taxability will be as per prevailing Income Tax Act.

Employer Provident Fund Contribution:

GyanSys Provident Fund Contribution is calculated as per Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and other applicable Provident Fund Rules. Taxability of this component is based on prevailing Income Tax Rules.

Communication Allowance:

An allowance of Rs 3000 per month is payable on a monthly basis. (Rs 36000/- per annum). Tax benefits will be available as per the prevailing Income Tax Rules on submission of proofs. Communication Expenses can be claimed for one Post-paid mobile or one Land Phone. Telephone/ Mobile bills should be in the name of the Employee. Time to submit proof of documents shall be intimated time to time.

Uniform Allowance

An allowance of Rs 1600 per month is payable monthly (Rs 19,200/- per annum). Tax benefits will be available as per the prevailing Income Tax Rules on submission of proofs. Bills for the amount spent for the purchase of business formal/ Business casuals can be submitted as proof.

Statutory

Statutory Bonus payable as per The Payment of Bonus Act, 1965 is calculated at 8.33% of your Basic Salary. This component is paid out monthly and is fully taxable as per prevailing Income Tax Laws.

Special Allowance:

Special Allowance is the benefit provided to Employees after considering all other components in Salary.

Medical Insurance:

You will be entitled to Annual Floating Medical Insurance Coverage (Rs 3,00,000 coverage) for self and dependents limited to Spouse and 2 Children. You will also be entitled to Round-the-clock Personal Accident Insurance Coverage (Rs 5,00,000 coverage) for self. Actual amount may vary depending upon the number of dependents. Self-Coverage is mandatory, but you may opt for dependents.

Over Time Allowance:

Overtime Allowance will be calculated and paid out on a quarterly basis from January to December of current year. All billable hours above 480 will be considered for Overtime Allowance. This amount will be calculated at the rate of Rs 700 per hour.

Please refer and follow the guidelines to understand the process for availing Overtime Allowance as per the policy which is shared in the GyanSys ESS portal.

Over Time Allowance Pay-out

Quarter	Payout Month
January - March	May
April - June	August
July - September	November
October - December	February



Gratuity:

On completion of five years of continuous service with the company you will be eligible for the gratuity as per the payment of Gratuity Act. This amount will accrue to your account annually. The amount towards gratuity accrual is also a part of the above package.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

August 5, 2023

Signature

Date



General Instructions / Checklist of Documents

Dear Professional,

Congratulations and welcome aboard!!!

This checklist is to prepare you for your journey with us. The documents/material requested here are mandatory and must be carried along on your date of joining. Please carry photocopies of applicable documents as listed below.

Education		
Graduation		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Post-Graduation		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Professional [CA/CS/ICWA/etc.] *		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Membership Number allocation proof/document [if applicable]	<input type="checkbox"/>	
Employment		
Relieving Letter or Service Certificate [All Prior Employment(s)]	<input type="checkbox"/>	
Previous Employment Last Payslip	<input type="checkbox"/>	
Last Employer Relieving letter/Service certificate	<input type="checkbox"/>	
Form 16 for the Current Financial Year or the Salary Certificate*	<input type="checkbox"/>	
General		
Photocopy of PAN card is mandatory and should be submitted on your day of joining**{non-PAN card holders, please apply immediately}	<input type="checkbox"/>	
Photocopy of Aadhar is mandatory and should be submitted on your day of joining.	<input type="checkbox"/>	
2 Passport Size Photographs	<input type="checkbox"/>	
Photocopy of the Passport*	<input type="checkbox"/>	
Candidate Blood Group Information	<input type="checkbox"/>	
Additional Documents - If any	<input type="checkbox"/>	

* If applicable

** Very important and Critical document

We look forward to you joining us, where the BEST chooses to be.



Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement

This Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") is effective as September 6, 2023.

BY AND BETWEEN:

GyanSys Infotech Private Limited, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at ITPL, 8th Floor, Inventor Building, Whitefield, Bengaluru - 560066, hereinafter referred to as "Employer", (which shall be deemed to mean and include its successors and assigns); and

Mohammed Younus Fardeen

Full Name: _____

hereinafter referred to as "I" or "me" or "my" (as the context may require), (which shall be deemed to mean and include my heirs, legal representatives, executors, and administrators).

1. GENERAL

We are working together to build a world-class organization. It is hence important that the atmosphere and environment we create together enhances the potential and capability of each one of us. These service conditions aim to build a strong professional work environment based on the strong foundations of integrity and ethics.

I understand that I shall always maintain absolute integrity and devotion to duty. If I hold a senior or managerial position, I shall take all possible steps to ensure the integrity and devotion to duty of all personnel within my control and authority. I understand that I shall not act in a manner that is prejudicial to the interests of, or that brings disrepute to, the Employer or its Connected Entities (as defined in Section 3 below). At all times, I shall be bound by and shall comply with the Code of Ethics and Professional Conduct of the Employer.

2. STATEMENT OF FACTS - VISIBLE PRACTICE OF INTEGRITY

I understand that the Employer's offer to employ me is made based on, among other things, the proficiency of professional skills that I have declared to possess as per my resume.

I shall not at any point in time furnish false information regarding personal details such as name, age, contact address or professional information, including, but not limited to, qualifications, ability, previous service, or any other matter germane to my employment with the Employer, at the time of employment or during employment. The employer has right to confirm the information provided by me at any time and from any source. If, later, any of my statements are found to be false or misleading, the Employer shall have the right to terminate my services forthwith.

I understand that I am expected to follow the letter and spirit of all applicable taxation laws, rules and regulations and uphold the values of honesty and integrity in all my actions. During doing so, I shall claim only actual expenses and ensure compliance with the applicable tax laws in letter and spirit.

Any enhancement of compensation and benefits will be based on my performance and would be at the discretion of the Employer. In case my performance falls short of minimum standards set by the Employer, the Employer shall have the right to terminate my employment forthwith.



3. CONFIDENTIALITY

I understand that, by my employment, I will acquire and be exposed to, have access to, make use of, create and/or add to Proprietary Information and Personally Identifiable Information ("PII", as hereinafter defined). "Proprietary Information" includes all ideas, information, and materials, tangible or intangible, not generally known to the public, relating in any manner to the business of the Employer or a Connected Entity (as hereinafter defined), its personnel (including partners, principals, members, officers or employees), clients and prospective clients, vendors, suppliers, independent contractors, subcontractors, agents or others with whom the Employer or a Connected Entity does business that I learn or acquire during the period of my employment with the Employer.

Proprietary Information therefore includes, but is not limited to, manuals, documents, research notes, drafts, software, source code, methodologies, business processes, inventions, compilations of technical data, databases, client or prospective client lists, information relating to the development or maintenance of client relationships and good will, names of suppliers, specifications, designs, business or marketing plans, forecasts, financial information, personnel information or lists, work in progress, and other technical or business information, whether prepared by me or others for the Employer or a Connected Entity, or received by me or others for the Employer or a Connected Entity. Proprietary Information does not include basic programming or accounting know-how that is generally known and used within the software industry or accounting profession.

"PII" means information relating to an identified or identifiable natural person, excluding business contact information, that I acquire, am exposed to, have access to, or make use of about my employment with the Employer, whether in written, oral, electronic, or other form, and any copies thereof. An identifiable person is a person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural, or social identity. Examples of PII include, but are not limited to, the following: account number (bank account, credit card, etc.), address, biometric identifier, license or identification number, date of birth, government identifiers (such as social security numbers), name, personnel number, photograph or video identifiable to an individual, vehicle identifier or serial number, and may also include other information related to an individual that may directly or indirectly identify the individual (e.g. salary, performance rating, purchase history, call history, etc.).

"Connected Entity" as used in this Agreement shall mean GyanSys Infotech Pvt Ltd, India and any corporation, partnership, limited liability Employer or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by the Employer, GyanSys Inc, USA or its subsidiaries (whether located in the U.S., India or any other country)(ii) controls, is controlled by or is under common control with a GyanSys Entity; or (b) in which any partner, principal, member, officer, employee or other personnel of a GyanSys Entity participated on behalf of, or carried out any duties with respect to the affairs of a GyanSys Entity. For purposes of this Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

I agree to hold in trust and confidence all Proprietary Information and Personally Identifiable Information during and after the period of my employment with the Employer. I will not disclose any Proprietary Information and Personally Identifiable Information to anyone outside the Employer or a Connected Entity without the prior written approval of an ***Authorized Representative*** of the Employer or use any Proprietary Information or Personally Identifiable Information for any purpose other than for the benefit of the Employer or a Connected Entity as required by my authorized duties for the Employer. Upon termination of my employment with the Employer (a) I will not use or disclose Proprietary Information or Personally Identifiable Information, whether in documentary or digital form or committed to memory or in any other form, for any purpose ; (b) I will not retain or take with me any Proprietary Information or Personally Identifiable Information in a tangible form; and (c) I will immediately deliver to the Employer any Proprietary Information and Personally Identifiable Information in a tangible form that I may then or thereafter hold or control. "Tangible" form includes written or graphic form, on a computer disc, USB drive or other medium, on a website, or otherwise stored in or available through electronic or other form.

I agree to keep confidential any information or manuals relating to the Employer's compensation and benefits schemes that may become known to me as an employee of the Employer. I agree to maintain the utmost secrecy regard to the compensation and benefits package of any other employee of the Employer or any Connected Entity



that becomes known to me during employment, and I shall not discuss it with any colleague, except on a need-to-know basis. I agree that during the term of my employment with the Employer, I shall not improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity, and that I will not bring into any of the premises maintained by the Employer or a Connected Entity, or otherwise provide to the Employer or a Connected Entity, any unpublished document or proprietary information belonging to any such employer, person or entity without the prior written authorization of such employer, person or entity. If I receive such an authorization, I will send a copy to the Authorized Signatory.

An ***Authorized Representative*** is the Director Human Resource for the Employer or a Connected Entity located in India or his or her designee.

4. EXTERNAL COMMUNICATIONS

I agree that I shall not, either directly or indirectly, during or after my employment, communicate to any public papers, on internet, journals, social media, pamphlets or leaflets, or cause to be disclosed at any time, either verbally or in writing, any information or documents, official or otherwise, relating to the Employer or a Connected Entity, including, without limitation, any Proprietary Information or Personally Identifiable Information, except with the prior written approval of management of the Employer.

5. INTELLECTUAL PROPERTY RIGHTS

I hereby agree that, except with respect to Personal Works (defined below), the Employer or a Connected Entity owns all rights, title, and interest in and to all work performed, and all materials, creations, designs, technology, discoveries, inventions, ideas, information, and other tangible or intangible matter (whether or not patentable or copyrightable), conceived, developed or created by me, alone or with others, during the period of my employment with the Employer, including, but not limited to, all related copyright, trade secret, patent, trademark, and other intellectual property rights (the "Creations"). To the maximum extent permitted by applicable law, the Creations shall be deemed works made for hire under India copyright or applicable laws or any equivalent laws of applicable foreign jurisdictions, and all rights, title, and interest in and to the Creations shall vest automatically in the Employer or a Connected Entity, as determined by the Employer.

I hereby assign and irrevocably agree to assign all right, title, and interest including, but not limited to, patent, copyright, trade secret, trademark, and other proprietary rights, in and to such Creations to the Employer or a Connected Entity, as determined by the Employer (as to copyright, to the extent such Creations are held not to be works made for hire under applicable law). The Employer or a Connected Entity, as determined by the Employer, will have the sole right, in its own name, to obtain, hold, register, and otherwise perfect, protect and enforce (including bringing actions for past or future infringement of) all rights relating to the Creations, including, but not limited to, any renewals or extensions thereof.

I will (a) promptly notify the Employer in writing of any Creations, and deliver to the Employer the tangible form of all Creations (including any copies); and (b) provide the Employer and any person designated by the Employer or a Connected Entity, at the expense of the Employer or a Connected Entity, any assistance and cooperation requested by the Employer or a Connected Entity to obtain, hold, register, and otherwise perfect, protect, and enforce (including bringing actions for past or future infringement of) all rights relating to the Creations, including, but not limited to, executing written instruments and serving as a witness. If, in breach of my obligations under this Agreement, I use any Creations or Proprietary Information in conceiving, developing or creating any materials, creations, designs, technology, discoveries, inventions, ideas, information or other tangible or intangible matter after termination of my employment with the Employer, I acknowledge and agree that such tangible or intangible matter constitutes, at the sole discretion of the Employer or a Connected Entity, Creations subject to the assignment requirement, and the other terms and conditions, of this Agreement.

Only a Creation that meets all of the following criteria would be considered a personal work ("Personal Work"): (a) it is conceived, developed, and created by me on my own time without using the equipment, supplies or facilities of the Employer or a Connected Entity or any Proprietary Information or other Creations, (b) it is unrelated to the actual or reasonably anticipated business or research and development of the Employer or a Connected Entity of which I am or become aware, and (c) it does not result from any work performed by me for the Employer or a Connected Entity. The obligations noted above in paragraph 5 do not apply to Personal Works.



I will not provide Employer or a Connected Entity with any Personal Works without prior written authorization of the Employer.

Any assignment of copyright hereunder includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively "Moral Rights"). If, despite the above, I am deemed under applicable law to retain any rights including without limitation any Moral Rights, I hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, I grant, and agree to grant, to the Employer or its designees the exclusive, perpetual, irrevocable, worldwide and royalty-free license to use, modify and market such rights, without identifying me or seeking my consent. I agree that my obligation to render any cooperation for the foregoing shall continue even after termination of my relationship with the Employer.

Upon demand by the Employer, I shall immediately deliver /hand over all information/ material relating to the Creations in my possession, in a tangible form and to the satisfaction of the Employer or Connected Entities.

6. CONFLICT OF INTEREST

Any position with the Employer calls for whole time employment and I agree to devote myself exclusively to the business of the Employer.

During my period of employment, I will not directly or indirectly, participate in or in any way render services or assistance to any business, whether for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of the Employer or a Connected Entity, or otherwise create a conflict, or the appearance of a conflict, of interest with the Employer or a Connected Entity. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of the Employer or a Connected Entity, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having any outside employment, having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with the Employer or Connected Entity, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

7. NON-SOLICITATION

The following non-solicitation provisions are designed to protect the investment of the Employer and all Connected Entities in their clients and employees, valid business needs in today's competitive marketplace. Nevertheless, this Agreement is not intended to limit an employee's ability to pursue a professional career upon leaving the Employer.

- a. **Non-Solicitation of Clients.** I acknowledge that, because of the nature of my work for the Employer or a Connected Entity, my solicitation or serving of certain clients related to my work for the Employer or a Connected Entity would necessarily involve the unauthorized use or disclosure of Proprietary Information of the Employer or a Connected Entity, and the proprietary relationships and goodwill of the Employer or a Connected Entity, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or any Connected Entities with the laws, rules and regulations of the U.S. or India, or independence-related requirements of a government regulatory body. Accordingly, during the period of my employment with the Employer and for two years thereafter, I will not, directly or indirectly, solicit or provide services to any client of the Employer or a Connected Entity to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my employment with the Employer.

In this regard, I acknowledge and agree that the market for the kinds of services I rendered or will render as part of my work for the Employer or a Connected Entity reaches throughout, and in certain instances beyond, India and that the Proprietary Information which has been and will be provided to me relates to similar kinds of services rendered by the Employer or a Connected Entity throughout, and in certain instances beyond, India and therefore the geographic scope of this Agreement is reasonable and is designed to protect the Employer's or a Connected Entity's legitimate business interests in the preservation of Proprietary Information.



b. Non-Solicitation of Personnel. I acknowledge that, because of the nature of my work for the Employer or a Connected Entity, my solicitation or hiring of any partner, principal, member, officer or employee of or any contractor to the Employer or a Connected Entity, or my participation in their hiring, admission or retention, as the case may be, would necessarily involve the unauthorized use or disclosure of Proprietary Information of the Employer or a Connected Entity, and the proprietary relationships and goodwill of the Employer or a connected Entity. Accordingly, during the period of my employment with the Employer and for two years thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any partner, principal, member, officer or employee of the Employer or a Connected Entity to leave the Employer or a Connected Entity, or to join any firm or business with which I may be or become affiliated, or (b) participate in the hiring or admission of any partner, principal, member, officer or employee of the Employer or a Connected Entity, or (c) cause a contractor of the Employer or a Connected Entity to cease providing services to, with, or on behalf of the Employer or such Connected Entity.

8. AUTHORIZATION

Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about Employer, the business and plans, various client-related projects etc.

9. SECURITY

Security of Proprietary Information, Personally Identifiable Information and other data (refer to Annexure C* on Information Security Policy) are important aspects of our business and a basic expectation of our clients. In recognition of this responsibility towards our clients and business, I agree to adhere to the following conditions always:

Proprietary Information or Personally Identifiable Information is available to me on a need-to-know basis for specified groups based on my roles and responsibilities. The network file server access is permitted on an as-required basis only. Access to these is authorized through access privileges approved by designated personnel of the Employer or a Connected Entity.

Internet access is available to me for completing my work responsibilities and browsing sites of professional interest. I understand that I am expected to adhere to Employer requirements related to downloading of copyright information, security of the Employer network and office decorum.

The communication security may be maintained by controlling physical access to computer systems, disabling all workstation CD, USB Storage Pen drives or hard disks and Employer-wide communications to heighten awareness of the need for protection of intellectual property and sensitive customer information.

Access to the network, development environment and E-mail Server of the Employer or a Connected Entity is through an individual's password. In the interest of security, I agree to utilize this facility and maintain confidentiality of the same.

In the interest of security, I shall not install, download, copy or duplicate any unauthorized or unlicensed software, programs, games, attachments on any computer system of the Employer or a Connected Entity.

I am expected to be responsible for the security of official documents/ manuals and such material that may come to me during various assignments. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it.

I am required to display my identity card to the security personnel of the Employer or a Connected Entity on demand and always within the office premises. Any equipment taken out of the office premises will require a gate pass duly authorized by the designated personnel of the Employer or a Connected Entity. * The Information Security Policy will be provided for your review and acceptance on or before the day of your joining the Employer.



10. USE OF EMPLOYER OR CONNECTED ENTITIES RESOURCES AND RETURN OF PROPERTY

I understand that I shall be responsible for the safekeeping and good condition and order of all the property of the Employer or a Connected Entity that is entrusted to my care and charge. I may use the resources of the Employer or a Connected Entity only for official purposes.

Unless otherwise agreed by the Employer in writing, upon termination of my employment for any reason, in addition to the return of Proprietary Information and Personally Identifiable Information as set forth in Paragraph 1, I agree to return to the Employer or a Connected Entity all Creations and all other property, equipment, credit cards, documents, records, lists, files, and any and all other materials of the Employer or a Connected Entity, including, without limitation, computerized or electronic information that is in my possession or control as of the date on which my employment is terminated, and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment (the "Property").

The Property shall be delivered to the Employer or a Connected Entity at any location designated by the Employer or a Connected Entity, at my expense, within One (1) business day after the termination of my employment or on an alternate date designated by the Employer or a Connected Entity. I further agree to allow the Employer or any Connected Entity to inspect any of my personal or home computers to determine whether any Proprietary Information, Personally Identifiable Information or Property belonging to the Employer, or a Connected Entity resides on such computers and to permit the Employer or a Connected Entity to remove such Proprietary Information, Personally Identifiable Information or Property from such computers.

11. NOTIFICATION

I agree that prior to accepting employment or affiliation with another firm or business, I will advise such firm or business of my duties and obligations under this Agreement. After my employment with the Employer ends, I agree that the Employer or a Connected Entity shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Agreement.

12. FUTURE COOPERATION

Upon termination of my employment for any reason, I will cooperate with the Employer or a Connected Entity in all matters relating to the completion of pending work on behalf of the Employer or a Connected Entity and the orderly transfer of work to partners, principals, members, officers or employees of the Employer or a Connected Entity. I will also cooperate fully with the Employer or a Connected Entity about any threat of or actual legal proceeding against the Employer or a Connected Entity or any client, customer or licensor of the Employer arising out of any matter with or of which I have had contact or knowledge during my employment.

13. CERTIFICATION

I agree that during the period of my employment with the Employer I will be requested, provide written certification in such form as the Employer may require that I have complied with my obligations under training and certification Agreement.

14. REMEDIES

I acknowledge and agree that a breach of this Agreement would cause irreparable harm to the Employer or a Connected Entity and that, in addition to other remedies, the Employer on behalf of itself or a Connected Entity is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, the Employer or a Connected Entity will be entitled to the payment of the Employer's or Connected Entity's reasonable costs and attorney's fees incurred in enforcing this Agreement.



15. APPLICABLE LAW AND JURISDICTION

I Understand the Employer may depute me overseas for on-site work or to any other location in India.

I irrevocably submit to the exclusive jurisdiction of any competent courts situated in Bangalore only, concerning any dispute arising out of my employment or relating to this Agreement, and I waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

16. MISCELLANEOUS PROVISIONS

The above terms and conditions are based on, and should be read in conjunction with, the Employer policies, procedures and other rules currently applicable. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, guidelines would be posted on the Employer's policy portal for employee reference. All future communications would be deemed to have your prior consent. The Employee shall also abide by all other rules and regulations of the Employer as shall be in force, from time to time.

Except as set forth in the following sentence, I acknowledge and agree that this Agreement contains the entire understanding between the Employer, each Connected Entity and me with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter. Notwithstanding the foregoing, I acknowledge and agree that any written agreement between the Employer or any Connected Entity and me with respect to the subject matter hereof that was signed by me prior to the date hereof shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the date hereof.

The rights and benefits of the Employer under this Agreement shall be transferable, and all provisions of this Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me and shall inure to the benefit of any Connected Entity to which I may transfer during my employment with the Employer or the Connected Entity, provided, however, none of my duties or obligations under this Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignment in violation of this paragraph shall be null and void.

I understand that my post-employment obligations in sections 3, 4, 5, 7, 8, 11, 12, 13, 14, 15 and 16 of this Agreement will survive the termination of this Agreement. The provisions noted above explain the length of such post-employment obligations, some are limited in time and others are of unlimited duration.

For **GyanSys Infotech Pvt Ltd**



Human Resources
Authorized Signatory

I accept all the terms and conditions of the Employer as stipulated in this Agreement.

Signature

Mohammed Younus Fardeen

Full Name

19



16-Dec-2022

Dear Mohan Kumar L,

We are pleased to inform you that you have been selected for internship with Micro Focus Software Solutions India Private Limited (the "Company" or "Micro Focus"), Bangalore from 05-Apr-2023 to 04-Oct-2023 for a period of Six months ("Internship") under the guidance and supervision of Ravi Kumar or any other as may be decided from time to time by the Company and as per the terms and conditions of this agreement ("Agreement"). Your location would be Bangalore, India.

The terms and conditions of this Agreement are as under:

A. Compensation:

During the tenure of your Internship, you will be paid a stipend of Rs. 20,000 per month subject to tax deductible at source under the applicable law. The payment of stipend shall depend on your continued presence during working hours at the location stipulated herein above.

B. Working Hours

You will be required to carry out your Internship duties at our office location for 40 hours a week including lunch break of one hour from Monday to Friday. However, you understand and agree that you will be required to put in additional hours depending upon exigencies of business as may be specified by the Company from time to time.

C. Leave:

1. You are eligible for 1 day leave per month during the period of Internship. Leave cannot be accumulated, encashed or carried forward during the internship period.
2. During your Internship period, leave of absence must be approved by manager in advance.
3. You must report any leave due to sickness or injury to the manager as soon as practically possible and submit medical certificate where the leave exceeds 3 continuous days.

D. Notice Period:

1. At any time during this period, either party may terminate this Agreement, with or without cause, by giving to the other a notice of one week in advance.
2. Without prejudice to and notwithstanding the above, your Internship with the Company hereunder may be terminated immediately by the Company without any requirement of prior notice and without incurring any obligation or liability towards termination, if at any time in the sole and absolute discretion of the Company.



E. General Terms and Conditions:

1. It is clearly understood that you are not, in any manner providing any service, to Micro Focus and that the payment of stipend shall not, in any manner, be construed or deemed to be consideration towards the services of employment rendered by you.
2. During the period of Internship, you will not be entitled to any of the privileges, statutory benefits, reimbursements or allowances enjoyed by the regular employees of Micro Focus.
3. You will be responsible for the safekeeping of all the Company's properties and return in good condition, all the Company's properties may be in your use, custody or charge when demanded or on termination of this Agreement.
4. During your Internship with the Company, you shall be bound by the Company's policies applicable from time to time and any violation may invite disciplinary action including immediate termination of this Agreement.
5. During your Internship period, you shall be obligated to compensate Micro Focus appropriately, in the event you cause any loss or damage to any property that is owned or leased by Micro Focus.
6. You understand that the Company shall not be responsible for any loss, theft or damage caused to your belongings or injuries/ impairment in health caused to you in any manner whatsoever during your Internship period.
7. This Agreement shall be governed and construed in accordance with laws in India.

F. Confidentiality:

1. During your Internship with the Company, you may come across certain confidential or proprietary information related to the business of the Company. You undertake not to disclose such information to any third party in any circumstances whatsoever.
2. You shall not publish your research / project report and about the Company in any form either in the social or mass media. Any generic report prepared by you with prior approval from your manager shall used strictly for academic purposes.
3. You shall maintain utmost confidentiality on any information that you may acquire during the internship period and sign the attached 'Agreement Regarding Confidential Information and Proprietary Developments' on or before the start of Internship.
4. During your Internship period, you shall not, copy, duplicate, decompile or translate any intellectual property of Micro Focus without appropriate authorization. You shall not take out any intellectual property belonging to Micro Focus, outside the workplace or Micro Focus's premises, without appropriate authorization from the supervisor.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.

Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.



Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

**US Export Controls on Technology Transfer
Micro Focus Employee Letter of Assurance**

I acknowledge that during my work for Micro Focus International PLC (MF) I may, directly or indirectly, receive or access software and/or technical data which MF has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. (15 CFR - Part 740.6 – License Exceptions TSR)

This list is subject to change without notice.

Armenia
Azerbaijan
Belarus
Cambodia
China (PRC)
Georgia
Iraq
Kazakhstan
Korea, North
Kyrgyzstan
Laos
Libya
Macau
Moldova
Mongolia
Russia
Tajikistan
Turkmenistan
Ukraine
Uzbekistan
Venezuela
Vietnam
Yemen
Cuba



Iran
Korea, North
Sudan
Syria

Agreement Regarding Confidential Information and Proprietary Developments

THIS CONFIDENTIALITY AGREEMENT (the "Agreement") is entered on this 16-Dec-2022 by and between **Micro Focus Software Solutions India Private Limited** (the "Company"), and Mr./Ms. Mohan Kumar L ("Intern"). In consideration of the commencement of the internship and the stipend paid to the Intern, the Intern hereby acknowledges and agrees with the Company as follows:

1. General. During my internship with the Company, I may have access to and become familiar with various trade secrets, confidential and proprietary information, training, and/or customer contacts belonging to the Company, its affiliates and customers to assist me in performance of my duties. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company, unless such intern is compelled to disclose it by judicial process.

2. Confidential Information. This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public ("Confidential Information") which is acquired or produced by me in connection with my internship with the Company. The term "Confidential and Proprietary Information" means the following:

A. Company Internal Information which includes but is not limited to:

- i. customer information, such as any compilation of past, existing or prospective customers, customers' proposals or agreements between customers and status of customers' accounts or credit, or related information about actual or prospective customers, customer lists, knowledge of customer needs and preferences;
- ii. tax records, financial information, such as the Company's earnings, assets, debts, prices, pricing structure, estimates, volumes of customers,
- iii. employee/personnel database, any information or data pertaining to or in relation with the past and current employees of the Company;
- iv. transaction details such as names or address, terms of services, procurement requirements, contracts of particular transactions, or related information about potential customers; marketing information, such as details about ongoing or proposed marketing programs or agreements by or on behalf of the Company, projections, sales forecasts or results of marketing efforts or information about impending transactions;
- v. vendor and service provider information, prices and terms at which procurements are made by the Company.

B. Technical Information which includes but is not limited to:

- i. all technical data, information concerning databases, research, product plans, products, services, trade secrets or know-how,



- ii. information relating to developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, tooling, prototypes, sketches, models, drawings, samples;
- iii. information relating to trade secrets, confidential knowledge, data;
- iv. other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, data bases and any other original works of authorship.

C. Business Information which includes but is not limited to:

- i. business plans, mechanisms, business related functions, activities, business systems, processes and services;
- ii. trade secrets, business strategies, marketing strategies, methods of operation and market information;
- iii. other valuable information, confidential information and trade related information relating to the business and activities of the Company and useful or necessary for the success of the Company's business and activities;
- iv. I further certify that I have fully and completely complied with the terms of the Internship Agreement signed by me

3. Non-disclosure: Abiding by the Company Confidential Information Policy, I specifically agree that with regard to the following:

- a) to use such information only in the performance of Company duties;
- b) to hold such information in confidence and trust; and
- c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my internship with Company.

I further agree that any organizational information or staffing information learned by me in connection to my internship with the Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my internship with the Company. I further agree that I will not use or permit use of such as a means to recruit or solicit Company employees away from Company (either for myself or for others).

4. Proprietary Developments. This Agreement also concerns inventions and discoveries (whether patentable or not), designs, works of authorship, mask works, improvements, data, processes, computer programs and software ("Proprietary Developments") that are conceived or made by me alone or with others while I am interning with the Company and relate to the research and development or the business of Company, or result from work performed by me for Company, or that developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- a) to disclose them promptly to Company;
- b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- c) to assign any right of recovery for past damages to Company; and



d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the Company was used and which was developed entirely on my own time, unless (a) the invention relates (i) to the business of the Company or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the intern for the Company.

5. Respect for Rights of Former Employers. I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my internship with the Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

6. Work Product. The product of all work performed by me during and within the scope of my Company internship including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that the Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

7. Company Property. I undertake not to remove any Company property from Company premises without Company's permission. Upon the end of my internship with the Company, I will return all Company property to the Company unless the Company gives written permission to retain the same.

8. Protective Covenants. I agree that during my internship and for a period of twelve (12) months following the termination of my internship with the Company, I will abide by the following Protective Covenants:

- a) No Solicitation. I will not either in person or in conjunction with others knowingly solicit or induce or attempt to solicit or participate in soliciting or communicating with :
 - i) any customer of Company in pursuit of a Competing Line of Business ;
 - ii) Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company or work with me or any other person or entity; and
 - iii) Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company.

The above terms are defined as hereunder:



“Competitor” means an individual, corporation, other business entity or separately operated business unit of an entity that engages in a Competing Line of Business. “Competing Line of Business” includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). “Conflicting Business Activities” means job duties or other business-related activities in India or in any other country where the Company business units in which I work do business, or management or supervision of such job duties or business-related activities, if such job duties or business-related activities are the same as or similar to the job duties or business-related activities in which I participate or as to which I receive Confidential Information in the last two years of my internship with the Company.

“Company Employee” means an individual employed by or retained as a consultant to Company or its related corporations. “Company Supplier” means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

9. Enforcement. For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my internship with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

10. Relief and Extension. I understand that on violation of this Agreement including the Protective Covenants, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction; (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law; and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies which may apply. I agree that on violation of any provisions stated in the Protective Covenants, the time period will be extended by one day for each day of violation which may extend to a maximum time period originally prescribed for the same.

11. Severability, Authority for Revision, Assignment and Governing Law. The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I may have entered with Company relating to Confidential Information or Proprietary Developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be

assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

12. Acceptance by Company. A counterpart of this Agreement has been executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

13. Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company



Uttam Kumar Sanghi
APJ Talent Acquisition Leader

Signature: 

Email: MohanKumarL99@gmail.com



01/17/2023 18:11:15

HP PPS Services India Private Limited

2nd Floor, 24 Salapuria Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

Monica S,

No.123/34, 2nd stage, APR Kalyana Road, Hongasandra, Begur Rd – 560068.

Bangalore

Dear

Monica S,

We are pleased to inform you that you have been selected for training with {HP PPS Services India Private Limited ("HP" or the "Company")} from 10/03/2023 to 29/07/2023 for a period of 5 Months under the guidance and supervision of Shruthi M S. Your location would be BGC01 - Bangalore, IN-Salapuria GR Tech Park (BGC01).

1. During the tenure of the project, you will be paid a stipend of Rs 20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated hereinabove. After successful completion of Internship you will be converted as Full time employee with 4 LPA.
2. It is clearly understood that you are not in any manner providing any service to HP and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HP, copy, duplicate, decompile or translate any intellectual property of HP without appropriate authorization. You shall not take out any intellectual property belonging to HP, outside the work place or HP's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HP appropriately, in the event you cause any loss or damage to any property that is owned or leased by HP, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.



12. This offer of appointment is conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP.

We look forward to having you join us and wish you a fruitful training with us.

To accept the offer of employment and agree to the above, please E-sign by providing your full name and unique identifier.

With Best Regards,

Sd/-

Binu Mathew
Country Director Human Resources

* This is an electronically generated letter and hence does not require a signature

ACCEPTANCE

I accept the above referred general terms and conditions of the company.

Signature:

Name : Monica S

Place : Bangalore

HP Employee Letter of Assurance Agreement Form

U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for HP Inc. (HP) I may, directly or indirectly, receive or access software and/or technical data which HP has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.

Address: _____

Sub: Letter of Intent

Dear Muthyala vijayalaxmi,

Congratulations!

We are happy to inform you that we have decided to offer you the position of **“Associate Recruiter”** at our Bangalore office for our US Staffing Operations.

Please accept this as a formal offer letter from **Artech Infosystems Pvt. Ltd.**

You will be required to join us on **21st June’2023**. Your total cost to the company would be **INR 4,08,000 (Four Lakhs Eight Thousand only- Including Benefits) Per Annum**. You are entitled for a monthly pay of INR 25,000. During your training period of first 2 months, you will receive a stipend of INR 10,000 per month. Post successful completion of 2 months training, you will be eligible to receive a salary of INR 25,000 per month.

During your traineeship period of initial two months, you will be designated as “Trainee – RPO” and post successful completion of training as an “Associate Recruiter”.

You will be governed by the rules and regulation and such other practices, systems, procedures, and policies framed by the company from time to time. You will also be governed by the statutory laws enacted by the Local Authority/State or Central Government as applicable to you from time to time. You are advised to make yourself familiar with the company’s rules and policies.

We would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

Please carry all the original documents as listed below at the time of joining, along with one set of photocopy:

1. Copies of Certificates in support of your Qualifications
2. 5 Passport size photographs
3. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Passport, Credit Card with Photo)
4. Permanent and Local Address Proof
5. Pan Card Number and Copy
6. Aadhar Card Number

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have willfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Your appointment letter will be handed over to you once the background check is completed satisfactorily.

You are expected to serve the organization for a minimum period of 18 months or else a retribution amount of Rupees One Lakh (INR 1,00,000) would be imposed to recover the tangible and intangible cost incurred on you.

You are requested to sign and return a copy of this letter as a token of acceptance of the terms and conditions.

We welcome you to the Artech family and look forward to a long-term fruitful relationship.

Wishing you all the best!

Thanking You,
Yours Sincerely,
For Artech Infosystems Pvt. Ltd.
Sushant Singh Anand
(Sr. Manager- Human Resources)

Acknowledgment Letter

Company Profile:

Artech is the largest Women & Minority owned IT staffing firm in the US, with US\$ 725 million in annual revenues and a footprint across the globe. Artech was formed almost 3 decades ago and today, with commitment to providing best in class workforce solutions based on applied human intelligence, Artech works with over 85 Fortune 500 clients across USA, Canada, India, and China.

*At Artech, **we value human intelligence.***

We empower our teams to maximize the impact of their intellect, through a performance oriented, diverse, flexible, and inclusive work environment supported by our continuous learning and development focus.

Led by our visionary leadership, fuelled by our values, and driven by our combined intellect, our teams work with some of the largest Fortune 500 clients, defining industry benchmarks while optimizing their careers.

I am very pleased to accept the position of **Associate Recruiter - US IT Recruitment.**

I have attended the pre-placement presentation by Artech and have clearly understood the roles and responsibilities of the position along with the company's policies & benefits.

I am aware of the fact, that the job profile is in **Night shift** from **7:00 PM till 4:00 AM** or **9:00 PM till 6:00 AM.**

I acknowledge the fact that at the time of joining Artech, I will have to sign a **Service level agreement (SLA)** for a period of **18 months.**

I am excited to join Artech & look forward to a rewarding career ahead.

I accept the term & conditions stated above.

Thanking you,
Regards,

_____ (sign here)

Date: _____

College: _____



Date: 11 July 2023

Dear NIKHIL G MENDON ,

As per the PwC AC Bangalore offer terms and conditions that were discussed with you at the time of offer, we are pleased to offer you a joining bonus of INR. **150,000/-**(taxes applicable as per the Indian Income tax norms) **One Lakh Fifty Thousand Only**. This is a onetime payment which is offered in exceptional circumstances only and offered with the sole discretion of the company. This amount will be paid out to you along with your first salary.

As explained to you earlier, this payment is being made with the condition that you will agree to complete a minimum 1 year of employment service with PwC AC Bangalore. If you voluntarily decide to leave the company before 1 year of service, you will be required to payback this amount in full and will be recovered from you at the time of final settlement.

Please note that this communication is personal and strictly confidential. You are expected not to share this with others.

Welcome once again and we are pleased to have you on board!

Yours sincerely,

Acknowledgement

**For PricewaterhouseCoopers
Service Delivery Center (Bangalore) Pvt. Ltd**

Director – Human Capital

NIKHIL G MENDON

Date:



11 July 2023

NIKHIL G MENDON

PRIVATE AND CONFIDENTIAL
Employment Offer Letter and Terms and Conditions of Employment

Dear **NIKHIL G MENDON**,

We are pleased to offer you employment with **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited (“Company” or “PwC AC Bangalore”)** in the position of **Associate** in our Bangalore office. Your work location will be **Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park**. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **13 September, 2023**, or such other date as may be communicated by us to you in writing. .

Remuneration Package:

1. Annual Compensation: You are being offered a Gross Salary of
Rs. **450,000/- Four Lakh Fifty Thousand Only**.

The details of gross salary are specified in Annexure 1 to this offer letter (“Offer Letter”).

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests. The details of the benefit programs are specified in Annexure 1 to this offer letter (“Offer Letter”).



Other Terms:

Please read the following terms and contact us with any questions that you may have.

1. Employment Agreement: Once you accept this offer, you will be required to sign an employment agreement (“**Employment Agreement**”), the format of which is attached to this Offer Letter. Your employment with the Company will be on the terms of this Offer Letter and the Employment Agreement until the end of your employment with the Company until the end of your employment with the Company.

2. Working Hours: You will be required to work, for such hours as are reasonably necessary to meet the Company’s requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company’s policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company’s requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company’s policies.

3. Promotion and Salary Review: You will be eligible to participate in the promotion and salary review process as per the policy of the Company.

4. Visa: If you do not have the right of abode, the right to land or the status of unconditional stay in India, an employment visa is required for your employment. The Company will assist you with obtaining the necessary documents for you and your family. Any continued employment is contingent upon the immigration authorities approving any renewal of the employment visa and will automatically be deemed to be terminated should such approval not be granted.

5. Taxation: Your remuneration and benefits have been stated gross of tax. You will be responsible for all Indian salaries tax on your remuneration, allowance and benefits, where applicable. In the event that you have sources of income or expense outside of your employment with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.

6. Travel, Assignments or Secondment:

a. **Within India:** You are required to work on any project to which you are assigned, unless there is good reason not to do so.

b. **Outside India:** While based in India you may be required to travel and stay to work on projects outside India, within and/or outside the Asia Pacific region.

7. Termination Notice:

(a) Your employment in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to obtain a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such



verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this Offer Letter and/or the Employment Agreement, your services are liable to be terminated forthwith without any notice or any further compensation from the day such discrepancies are identified.

(b) The Company may terminate your employment for any of the following conduct on your behalf effective immediately upon written notice to your address on the Company's records:

- (i) acts of fraud, dishonesty or misconduct involving moral turpitude;
- (ii) commission or conviction of any criminal offence;
- (iii) engagement in any activity that you know or should know could harm the business or reputation of the Company;
- (iv) material failure to adhere to the Company's corporate codes, policies or procedures;
- (v) continued failure to meet performance standards as determined by the Company over two consecutive performance review periods;
- (vi) a breach or threatened breach of any material provision of this Offer Letter or the Employment Agreement if it is not cured to the Company's satisfaction within a reasonable period after the Company provides you with notice to your address on the Company's records of the breach; provided that no notice and cure period will be required if the breach cannot be cured;
- (vii) violation of any statutory, contractual, or common law duty or obligation to the Company, including without limitation the duty of loyalty. In case of termination on account of any of the above reasons you will only be entitled to earned and unpaid gross salary and accrued leave (if any) through the effective termination date.

(c) The Company may also terminate your employment for reasons other than those specified above or for no reason, effective upon a prior written notice of at least sixty (60) days. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the net amount of gross salary you are entitled to in lieu for the remaining notice period less any deductions or withholdings, as required by law.

(d) You agree to provide the Company with a prior written notice of at least sixty (60) days of your resignation, which shall be effective at the end of the notice period unless agreed otherwise.

8. Return of Property: Upon termination of employment, you will be required to return all property (including but not limited to keys, records, notes, data, computer discs or tapes, memoranda, business cards, security passes and equipment) which is held in your possession, custody or under your control, belonging to or relating to business affairs of the Company.

9. Acknowledgement: You acknowledge that your joining the Company will not breach any agreement relating to employment or the provision of services to which you are or have been a party.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

We are excited about having you join us. On behalf of the PwC AC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact us on us_advisory_ac_india_hc_operations@pwc.com



Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Director – Human Capital

I, NIKHIL G MENDON (C000002243167), accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

Signature:
Date



Annexure 1

Private and confidential

Date: 11 July 2023

Name: NIKHIL G

MENDON

Designation: Associate

Salary Components - Annual (All figures in INR)

Basic Salary : 180,000

Flexible Benefit Package (FBP) : 248,400

Employer contribution of PF: 21,600

Gross Salary: 450,000/-

Note: **FBP** can be used for the following components:

1. Food Coupons
2. Leave Travel Allowance (LTA)
3. House Rent allowance (HRA)

The above are subject to applicable taxes as per the Indian Income tax guidelines.



Your Gross Salary consists of the following components:

- **Basic: 40% of Gross Salary (A)**
- **HRA: 40% of Basic for Bangalore, 50% of Basic for Mumbai (B)**
- **LTA: Part of FBP (You can allocate desired sum for LTA up to a maximum of FBP amount available for allocation) (C)**
- **Sodexo: INR 24000 (i.e.2000 per month) – Part of FBP (D)**
- **Provident Fund (PF): 12% of Basic (E)**
- **Special Allowance: Balancing Figure (Gross Salary minus all above components) (F)**
- **Gross Salary: A+B+C+D+E+F**

Benefits:

Specialist/Associate/Sr Associate:

- **Medical Insurance:** Coverage of Rs.7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 20,00,000/-

Manager/Sr Manager:

- **Medical Insurance:** Coverage of Rs.7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Director & above:

- **Medical Insurance:** Coverage of Rs.10 lacs per employee. family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Relocation Benefits: Applicable to employees relocating from other cities.



EMPLOYEE AGREEMENT/ASSOCIATE

This Agreement (“**Agreement**”) is between **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited (“Company” or “PwC AC Bangalore”)** and **NIKHIL G MENDON (“You” and all similar references)**.

1. Definitions

(a) “**Cessation Date**” means the effective date of cessation of your employment with PwC AC Bangalore.

(b) “**Cause**” means any of the following conduct by you:

(i) Acts of fraud, dishonesty or misconduct involving moral turpitude;

(ii) Commission or conviction of any criminal offence;

(iii) Engagement in any activity that you know or should know could harm the business or reputation of PwC AC Bangalore;

(iv) Material failure to adhere to PwC AC Bangalore’s corporate codes, policies or procedures;

(v) Continued failure to meet the performance standards as determined by PwC AC Bangalore;

(vi) A breach of any provision or threatened breach of any material provision of this Agreement if the breach is not cured to PwC AC Bangalore’s satisfaction within a reasonable period after PwC AC Bangalore provides you with notice to your address on PwC AC Bangalore’s record of the breach provided that no notice and cure period will be required if the breach cannot be cured; and

(vii) Violation of any statutory, contractual, or common law duty or obligation to PwC AC Bangalore, including without limitation the duty of loyalty.

(c) “**Offer Letter**” means the employment offer letter dated **11 July 2023** by which you were offered employment with PwC AC Bangalore and accepted by on **13 September, 2023**.

2. **Employment**

2.1 You accept employment on the terms of the Offer Letter and this Agreement along with its exhibits hereto until the end of your employment with PwC AC Bangalore in accordance with clause 6 of this Agreement.

2.2 Probation: Your first six (6) months of employment are on a trial basis and are considered a continuation of the employment selection process. During this probationary period, PwC AC Bangalore may terminate employment with 15 days’ notice in writing, with or without cause. Likewise, you may also terminate your employment with PwC AC Bangalore giving 15 days’ notice in writing, with or without cause. PwC AC Bangalore may decide to confirm your employment earlier than the 6 months’ period based on performance and the notice period will change to sixty (60) days as soon as the employment is



confirmed.

2.3 By signing this Agreement, you agree to:

(a) devote your professional time and effort to PwC AC Bangalore's business and to refrain from professional practice outside of the interests of PwC AC Bangalore or any of its subsidiaries;

(b) abide by all policies of PwC AC Bangalore, current and future, including the Equal Employment Opportunity policy attached as Exhibit A and the Anti-Harassment policy attached as Exhibit B to this Agreement;

(c) abide by the Confidentiality and Intellectual Property Agreement attached as Exhibit C to this Agreement; and

(d) abide by the terms of the Consent Form concerning personal data attached as Exhibit D to this Agreement.

2.4 You also confirm that you are not currently bound by any agreement that could prohibit or restrict you from being employed by PwC AC Bangalore or from performing any of your duties under this Agreement.

3. Compensation and Benefits

As of the commencement of your employment, PwC AC Bangalore will pay you a salary as specified in the Offer Letter, less required and authorized withholdings and deductions, payable in 12 equal monthly installments in accordance with PwC AC Bangalore's normal payroll practices.

4. Leave Entitlement

Your annual leave entitlement will be as provided in the Leave Policy of the Company as amended from time to time.

5. Covenants

While employed with PwC AC Bangalore, and for 6 months after your Cessation Date you shall not directly or through anyone else solicit, employ or retain any current employee of PwC AC Bangalore to perform Consulting Services. You agree that these obligations protect PwC AC Bangalore's legitimate interests without unreasonably restricting your ability to earn a living after leaving PwC AC Bangalore.

6. Termination and Resignation

(a) PwC AC Bangalore may terminate your employment on account of Cause effective immediately upon written notice to your address on PwC AC Bangalore's records.

You will only be entitled to earned and unpaid salary and salary for accrued leave (if any) until the effective termination date.

(b) PwC AC Bangalore may also terminate your employment for reasons other than Cause or for no reason, effective upon at least sixty (60) days written notice or payment of the salary you are entitled to in lieu less any required deductions or withholdings as required by law. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the salary you are entitled to in lieu for the remaining notice period less any required deductions or withholdings, as required by law.

(c) You agree to provide PwC AC Bangalore with prior notice of at least sixty (60) days of your



resignation, which shall be effective at the end of the notice period unless agreed otherwise. The company management has the discretion for any notice period waive-off based on the work obligations.

(d) In case of failure to serve the notice period, you will agree to pay equivalent gross salary in lieu of the notice period not served. The company has the discretion to adjust any unused vacation against notice period.

(e) PwC AC Bangalore may require you to utilize any accrued leave during the notice period.

7. Arbitration

(a) All disputes between you and PwC AC Bangalore shall be resolved by arbitration in Bangalore or any other mutually agreeable location in India. Arbitral disputes include without limitation employment, employment termination claims and claims by you for employment discrimination, harassment, retaliation and wrongful termination.

(b) Arbitration shall be conducted under the auspices of the Indian Council of Arbitration before a panel of three arbitrators, which shall consist of one person selected by each of the two sides to the dispute and the third person jointly selected by the other two arbitrators.

(c) The arbitration panel shall have no authority to modify this Agreement (except pursuant to clause 8 of this Agreement) or to award punitive or exemplary damages. PwC AC Bangalore may, without waiving its right to compel arbitration, seek injunctive or other provisional relief from a court of competent jurisdiction, to prevent any arbitration award from being rendered ineffectual, to protect PwC AC Bangalore's confidential information or intellectual property or for any other purpose in the interests of PwC AC Bangalore.

The courts at Bangalore or any court of competent jurisdiction in any other state will have jurisdiction over any proceeding relating to arbitration, and may enter judgment on any arbitration award rendered or grant judicial recognition of the award or an order of enforcement.

8. Entire Agreement

This Agreement and the Offer Letter forms the entire agreement between you and PwC AC regarding these matters and supersede any verbal and written agreements on such matters. In the event of a conflict between the main body of this Agreement or the Offer Letter and the Exhibits, the main body of the Agreement or the Offer Letter shall take precedence. This Agreement may be modified only by written agreement signed by you and the General Manager of PwC AC Bangalore or their designee, provided that the policies of the Company may be amended at any time for any or no reason with or without notice to the extent permitted by law.

Severability

(a) If any provision of this Agreement is held invalid or unenforceable for any reason, the invalidity shall not nullify the validity of the remaining provisions of this Agreement.

(b) If any provision of this Agreement is determined by a court or arbitration panel to be unenforceable by reason of being overly broad in duration, geographical coverage or scope or unenforceable for any other reason, such provision will be narrowed so that it will be enforced as much as permitted by law.



9. Waiver

Any party's waiver of the other party's breach of any provision of this Agreement shall not waive any other right or any future breaches of the same or any other provision.

10. Choice of Law

The Offer Letter and this Agreement shall be governed by laws of India. You and PwC AC Bangalore consent to the non-exclusive jurisdiction and venue of the courts in New Delhi and agree that any permitted lawsuit may be brought to such courts or any other court of competent jurisdiction as provided in clause 7 of this Agreement.

11. Assignment and Beneficiaries

This Agreement only benefits and is binding on the parties and their permitted assigns provided that you may not assign your rights or duties under this Agreement without the express prior written consent of the other parties. PwC AC Bangalore may assign any rights or duties that it has, in whole or in part, to its affiliates and subsidiaries without your consent.

12. Counterparts

For convenience of the parties, this Agreement may be executed in one or more counterparts, each of which shall be deemed an original for all purposes.

13. Survival

Clauses: 2, 5, 7 through 13 and Exhibits C and D shall survive any termination of this Agreement or your employment (including your resignation).

The parties to this Agreement state that they have read, understood and agree to be bound by this Agreement:

**For PricewaterhouseCoopers
Service Delivery Center (Bangalore) Pvt. Ltd**

Employee

Director – Human Capital

NIKHIL G MENDON

Dated:

Dated



EXHIBIT A

Equal Employment Opportunity

It is the policy of PwC AC Bangalore and its group of companies to provide equal employment opportunity for all applicants and employees. PwC AC Bangalore does not unlawfully discriminate on the basis of race, color, religion, sex, national origin, age, disability, or any other legally protected classification. PwC AC Bangalore also makes reasonable accommodations for disabled employees. An employee who believes he or she has a disability and requires an accommodation should inform their Human Resources Manager so that the employee's request can be evaluated. PwC AC Bangalore prohibits the harassment of any individual and further prohibits the harassment of any individual based on any of the aforementioned legally protected classifications. Unlawful discrimination or harassment shall not be tolerated by PwC AC Bangalore.

This policy applies to all areas of employment including, but not limited to, recruitment, recruitment advertising and/or other communications media, hiring, rates of pay and other compensation, benefits, overtime, promotions, transfers, demotions, training, layoffs, or terminations, recalls, disciplinary actions and all other terms, conditions, or privileges of employment.

PwC AC Bangalore, as required by law, will establish a written affirmative program to strive for best utilization of minorities, the disabled and women throughout our workforce. The results will be reviewed no less than annually and adjusted appropriately to meet stated goals. The coordinator of this program is the Director - HC at PwC AC Bangalore.

The coordinator will be responsible for ensuring the creation of the program with the inclusion of its multiple requirements, the development of an audit procedure to measure the effectiveness of the program and the facilitation of the annual status presentation to the executive management group.

Each employee is required to abide by this policy and assist with its enforcement. Violation of this policy will result in disciplinary action, up to and including termination of employment. If an employee believes that he/she has been the unlawfully discriminated against in an employment matter, please direct your concerns to the Director - HC the Equal Employment Opportunity coordinator for PwC AC Bangalore. A prompt and thorough investigation shall be conducted and a determination made as to the appropriate management response. Full cooperation by each employee asked to assist during an investigation is required and no reprisals shall result from the reporting or assisting in the investigation of, concerns related to this policy. Concerns or complaints of any retaliation should be directed to the Director - HC immediately.



EXHIBIT B

Anti-Harassment Policy

PwC AC Bangalore and its group of companies prohibits sexual or other unlawful harassment of its employees, vendors, clients or applicants, whether engaged in by company personnel, clients, customers, vendors, or others. This policy also prohibits employment actions that are based on an employee's submission to or rejection of unwelcome sexual advances or other behavior prohibited by this policy. This policy applies at PwC AC Bangalore facilities and at other locations where our employees conduct business or socialize, such as client sites or at company or client sponsored business and social functions including homes of the employees during a work from home setup and all employees are to adhere to this policy even in the course of online meetings, virtual socialization activities and/ or engaging in informal conversations during a work from home setup.

Sexual harassment is viewed as a form of employee conduct that undermines the integrity of the employment relationship. For the purposes of this policy, sexual harassment is defined as sexual behavior that is unwelcome, is personally offensive, and/or creates a hostile, intimidating or offensive work environment. PwC AC Bangalore will not tolerate sexual harassment by anyone — supervisors, employees, vendors, or clients.

Some examples of sexual harassment are:

- Unwelcome or unwanted sexual advances. This includes patting, pinching, brushing up against, hugging, cornering, kissing, or any other similar physical contact considered unwelcome by another individual.
- Requests or demands of sexual favors. This includes subtle or blatant expectations, pressures, or requests of any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequences concerning one's employment.
- Verbal abuse or kidding that is sex-oriented and considered unwelcome by another person. This includes comments about an individual's body or appearance (where such comments go beyond a mere compliment); off-color jokes that are clearly unwanted or considered offensive by others; or any other tasteless, sex-oriented comments, innuendoes, or offensive actions.
- Any sexually oriented conduct that would unreasonably interfere with another's work performance. This includes extending unwanted sexual attention to someone, which reduces personal productivity.
- Participation in fostering a work environment that is intimidating, hostile, or offensive because of unwelcome or unwanted sexually oriented conversation, suggestions, requests, demands, physical contacts, or attention.
- Possession in the workplace or display of sexually suggestive objects or pictures; emails, internet sites, or other correspondence with sexually suggestive content.



- Tangible employment decisions made because of or influenced by an individual's compliance with or refusal to comply with sexual demands.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

This policy also expressly prohibits behavior that harasses an employee or applicant on the basis of his or her race, color, creed, religion, age, gender, national origin, citizenship status, marital status, sexual orientation, disability, or other category protected by Central, State, or local law. Forms of such harassment can include physical, verbal and nonverbal behavior that harasses, disrupts, or interferes with an employee's work performance or in any way creates or contributes to an intimidating, hostile or offensive work environment. This behavior includes, by way of example only, epithets, slurs, off-color jokes, threats, or posters, cartoons, emails, or drawings that are insulting, degrading, derogatory or ridiculing of one based on his or her protected status.

Behavior prohibited by this policy often can occur without the knowledge of others and what one may regard as offensive, another may not. For the company to effectively implement this policy, all persons must respond to and report behavior that violates this policy. Cooperation in preventing this type of conduct is essential.

If you believe that you have been subjected to inappropriate sexual or other behavior, you should immediately tell the offender that his or her behavior is offensive and must cease. If such a direct approach is ineffective or impractical under the circumstances, you must report such behavior to one of the persons identified below. If you have reason to believe that another employee of the company has been subjected to or has engaged in behavior that violates this policy, you should also immediately inform one of the individuals identified below.

PwC AC Bangalore will investigate, promptly and thoroughly, any such complaint or report of inappropriate behavior. Complaints and investigations will be handled in a confidential manner consistent with the need to investigate and take corrective action.

Complaints should be directed to the following person:

Director – Human Capital - PwC AC Bangalore

In response to a meritorious complaint, PwC AC Bangalore will as necessary or appropriate, take disciplinary action against anyone found in violation of this policy, up to and including termination of employment.

Overall responsibility for PwC AC Bangalore's Equal Employment Opportunity and Sexual Harassment policy has been assigned to the Director - HC who is responsible for the implementation and enforcement of this policy.

Every employee may access this confidential system without fear of reprisal. This policy also prohibits retaliation against anyone who in good faith complains under this policy or participates in an investigation. Full cooperation by each employee asked to assist during any investigation pursuant to this



policy is required. Complaints of retaliation (actual, threatened or feared) also should be directed to one of the individuals identified above.

EXHIBIT C

Confidentiality and Intellectual Property Agreement

As a material part of the consideration for my employment by PwC Service Delivery Center – Bangalore Private Limited and the salary and other compensation that I shall receive during my employment, I acknowledge and agree that, by my signature on the document to which this Confidentiality and Intellectual Property Agreement (“CIPA”) is attached as an exhibit, I also agree to this CIPA's terms:

1.

(a) I will, both during my work for PwC AC Bangalore and thereafter, hold in confidence and not directly or indirectly reveal, report, publish, disclose, transfer or otherwise share or make any Proprietary Information (as defined below) accessible, to any person or entity, or utilize any Proprietary Information for any purpose, except in the course of my work for PwC AC Bangalore's sole benefit. In addition, I will not remove, reproduce, transmit, summarize or copy any Proprietary Information except as expressly required by PwC AC Bangalore to enable me to perform my duties. I understand that this Section 1 is effective as of the commencement of my employment with PwC AC Bangalore or the date I acquired knowledge of any Proprietary Information, whichever is earlier.

(b) I will not knowingly use for the benefit of, or disclose to any person employed by, PwC AC Bangalore confidential information of any of my former employers or of any other third party or otherwise knowingly infringe or misappropriate any proprietary right of any third party. I represent and warrant that no contract, agreement or other obligation between or among me and any third party will interfere in any manner with my complete performance of my duties to PwC AC Bangalore or with my compliance with the terms and conditions of this CIPA. Without limiting the foregoing, I (have / have not) signed an agreement with [•], a previous employer or other entity, relating to inventions and confidential information. I (can/cannot) furnish PwC AC Bangalore with a copy of said agreement.

(c) “**Proprietary Information**” as used in this CIPA means all information or material disclosed to or known to me as a consequence of my employment with PwC AC Bangalore or any affiliate of PwC AC Bangalore (“**affiliate**” includes without limitation, for purposes of this CIPA, subsidiaries and other related entities of PwC AC Bangalore), including, without limitation, third party information that PwC AC Bangalore treats as confidential and any information disclosed to or developed by me or embodied in or relating to works for hire. Proprietary Information includes, but is not limited to discoveries, ideas, inventions, concepts, software in various states of development and related documentation, designs, drawings, specifications, techniques, methodologies, models, data, source code, object code, documentation, diagrams, flow charts, research, development, processes, training materials, templates, procedures, “know-how,” tools, client identities, client accounts, web design needs, client advertising needs and history, client reports, client proposals, product information and reports, accounts, billing methods, pricing, data, sources of supply, business methods, production or merchandising systems or plans, marketing, sales and business strategies and plans, finances, operations, and information regarding employees and other similar information (whether or not reduced to writing). Notwithstanding the foregoing, information that is publicly known and is generally employed by the trade at or after the



time I first learn of such information (other than as a result of my breach of the CIPA), shall not be deemed part of the Proprietary Information.

2.

(a) All Works (as defined below) shall belong exclusively to PwC AC Bangalore and/or its affiliates, as the context may require whether or not fixed in a tangible medium of expression. Without limiting the foregoing, to the maximum extent permitted under applicable law, all Works shall be deemed to be “works made in the course of your employment with the PwC AC Bangalore” or “works made for hire”, under Section 17 of the Indian Copyright Act, 1957 (as amended from time to time) and PwC AC Bangalore shall be deemed to be the author thereof. If and to the extent any Works are determined not to constitute “works made for hire,” or if any rights in the Works do not accrue to PwC AC Bangalore as a work made for hire, I hereby irrevocably assign and transfer to PwC AC Bangalore to the maximum extent permitted by law all right, title and interest in the Works, including all copyrights (including moral rights), patents, trade secret rights, and other proprietary rights in or relating to the Works. To the extent my moral rights cannot be assigned, I hereby irrevocably and expressly waive them and agree not to assert any claims based on such rights against PwC AC Bangalore or its affiliates. Without limiting the foregoing, I hereby irrevocably assign and transfer to PwC AC Bangalore all economic rights to the Works, including the rights to reproduce, manufacture, use, adapt, modify, publish, distribute, sublicense, publicly perform and communicate, translate, lease, sell, offer for sale, import, export and otherwise exploit the Works. I shall have no right to exercise any rights to the Works. Without limiting the foregoing, I will not have the right to and will not reproduce, adapt, modify, publish, distribute, sublicense, publicly perform or communicate, translate, lease, import or otherwise exploit the Works, except as expressly authorized by PwC AC Bangalore in the scope of my employment. I expressly acknowledge and agree that I wish to remain anonymous and not to have my name or any pseudonym used in connection with the Works. I hereby approve any and all modifications, uses, publications and other exploitation of the Works that PwC AC Bangalore or any successor or transferee thereof may elect to make, and I expressly agree that no such modifications, uses, publications or exploitations will or may cause harm to my honor or reputation. I agree that no modification, use or publication of the Works by PwC AC Bangalore or any successor or transferee thereof will be deemed to constitute a distortion or mutilation of the Works. PwC AC Bangalore shall have the unrestricted right to transfer and convey any or all of PwC AC Bangalore’s rights in or relating to the Works to any person or entity.

(b) I understand that the CIPA is not intended and shall not be interpreted to assign to or invest in PwC AC Bangalore any of my rights in any inventions developed entirely on my own time without using PwC AC Bangalore’s equipment, supplies, facilities, resources, or trade secret information, except for those inventions that either relate at the time of conception or reduction to practice of the inventions to the business of PwC AC Bangalore or the actual or demonstrably anticipated research or development of PwC AC Bangalore, or result from any work that I performed for PwC AC Bangalore.

(c) I will keep and maintain adequate and current written records of all inventions, original works of authorship, trade secrets or other Works in which rights vest in or are assigned to PwC AC Bangalore hereunder. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by PwC AC Bangalore. The records will be available to and remain the sole property of PwC AC Bangalore at all times.



(d) I will provide any assistance reasonably requested by PwC AC Bangalore to protect its proprietary and intellectual property rights, including, to obtain Indian or foreign letters patent and copyright registrations covering inventions, original works of authorship and other Works belonging or assigned hereunder to PwC AC Bangalore. I will execute any transfers of ownership of letters patent or assignments of copyrights or other proprietary rights transferred or assigned hereunder (including short form assignments intended for recording with the Indian, U.S. or any other foreign copyright and patent authorities, or any other entity). I understand that my obligations under this Section shall survive any termination of this CIPA or of my employment in perpetuity, provided that PwC AC Bangalore will compensate me at a reasonable rate for time actually spent performing such obligations at PwC AC Bangalore's request after such termination. If PwC AC Bangalore is unable for any reason whatsoever, including my mental or physical incapacity, to secure my signature to apply for or to pursue any application for any United States or foreign letters patent or copyright registrations or on any document transferring or assigning any patent, copyright or other proprietary right that I am obligated hereunder to transfer or assign, I hereby irrevocably designate and appoint PwC AC Bangalore and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf and in my stead to execute and file any such applications and documents and to do all other lawfully permitted acts to further the application, registration, prosecution and issuance of letters patent or copyright registrations or transfers or assignments thereof or of any other proprietary rights with the same legal force and effect as if executed by me. This appointment is coupled with an interest in and to the inventions, works of authorship, trade secrets and other Works to which any proprietary rights may apply and shall survive my death or disability.

(e) **"Works"** means:

(i) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during my employment with PwC AC Bangalore (which term includes, for purposes of this entire definition, any affiliate of PwC AC Bangalore), or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and that relate to the business of PwC AC Bangalore or its actual or demonstrably anticipated research or development,

(ii) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during or after my employment with PwC AC Bangalore, or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and which are made through the use of any of PwC AC Bangalore's or any PwC AC Bangalore's predecessors' equipment, facilities, supplies, trade secrets or time, or which result from any work that I perform or performed for PwC AC Bangalore, and

(iii) any part or aspect of any of the foregoing.

(f) For purposes of Sections 2(a), (b), (c) and (d) of this CIPA, the term PwC AC Bangalore shall mean (i) PwC AC Bangalore for any period of time during which I am employed by PwC AC Bangalore and (ii) any affiliate of PwC AC Bangalore for any period of time during which I am employed by such affiliate.

3. I will return immediately to PwC AC Bangalore all property of PwC AC Bangalore and its affiliates (including without limitation all Proprietary Information, documents, notes and other work product) in my possession or control, including duplicates, when I leave my employment or whenever PwC AC Bangalore may otherwise require that such Proprietary Information and other property be returned.



4. I will comply, and do all things necessary to assist PwC AC Bangalore to comply, with the laws and regulations of all governments under which PwC AC Bangalore does business, and with the provisions of contracts between PwC AC Bangalore and any such government or its contractors, or between PwC AC Bangalore and any private contractors, that relate to intellectual property or to the safeguarding of information, including the signing of any confidentiality agreements required in connection with the performance of duties during my employment with PwC AC Bangalore.
5. I understand and agree that the provisions of this CIPA shall remain in full force and effect in accordance with their terms notwithstanding any termination of my employment with PwC AC Bangalore for any or no reason.
6. The CIPA constitutes the entire agreement between PwC AC Bangalore and me with respect to the subject matter hereof and supersedes all prior and/or contemporaneous understandings, agreements or communications, whether oral or written, on such subject matter, provided that the provisions of any other written agreement between PwC AC Bangalore and me shall remain in full force and effect in accordance with its terms.
7. The CIPA shall be governed by and construed and enforced in accordance with the laws of India.
8. The CIPA may not be amended or modified except by a written document signed by me and a duly authorized representative of PwC AC Bangalore. The waiver of any right hereunder shall not be binding unless set forth in writing signed by the waiving party, and shall not bar the exercise of any other right or of the same right on any other occasion.
9. The CIPA shall be binding upon and inure to the benefit of me, PwC AC Bangalore and its affiliates, successors and assigns, provided, however, that I understand that I may not assign my rights or delegate my obligations under this CIPA without the express prior written consent of PwC AC Bangalore. Without limiting the foregoing, the rights of PwC AC Bangalore hereunder may be assigned in whole or in part without my consent to any of PwC AC Bangalore's affiliates or to any other entity that, whether by merger or otherwise, acquires all or substantially all of the assets, business or stock of the office or branch in which I work.
10. If any provision of this CIPA is held invalid or unenforceable for any reason, the invalidity shall not affect the validity of the remaining provisions of this CIPA, and the parties shall substitute for the invalid provision a valid provision which most closely approximates the intent and economic effect of the invalid provision.
11. I acknowledge and understand that any breach by me of any of Sections 1, 2, 3 or 4 of this CIPA will cause PwC AC Bangalore and its affiliates to suffer irreparable harm for which damages are an inadequate remedy and are difficult to calculate. Accordingly, I agree that PwC AC Bangalore and its



affiliates will be entitled, without limiting any other available legal or equitable remedies, to injunctive relief (without the need to post any bond or other security) to enforce the terms of the CIPA in whole or in part and to prevent any breach or threatened breach of any of those Sections.

EXHIBIT D

Consent Form

I acknowledge and agree that PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited and its affiliates or related bodies corporate want to develop a global human resources database in support of PwC AC Bangalore’s legitimate business purposes.

These legitimate business purposes include, without limitation:

- (a) The submission of proposals to clients and potential clients of PwC AC Bangalore;
- (b) The compilation of directories;
- (c) The organization of security procedures;
- (d) The processing of worker compensation and insurance claim and the management of human resources.

I therefore understand and agree that PwC AC Bangalore hold, collect, receive, store, record, have access to, process and transfer personal information about myself (“**Personal Data**”), including, without limitation:

- (a) Identification data such as my name, home address, telephone and fax number, personal email address, date of birth, social security number, citizenship, ID and passport number and/or other employee identification number, marital status;
- (b) Employment data such as my salary, job title, resumes, applications, copies of school, college and university diplomas, background verification information, entitlement to stock options, employment references;
- (c) Financial information such as bank account numbers and tax related information; and
- (d) Other information necessary to PwC AC Bangalore’s legitimate business purposes, which I may voluntarily disclose in the course of my application and subsequent employment with PwC AC Bangalore.

I understand that, unless allowed or required by laws and/or regulations, PwC AC Bangalore does not, as a general rule, collect sensitive data, such as information about racial and ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, sexual orientation, health information, etc. However, if I have voluntarily in any way disclosed information of that nature to PwC AC Bangalore, I understand that PwC AC Bangalore may not be able or may be able only with disproportionate effort to delete this information from its database and I agree to the use, disclosure, processing and transfer, including cross-border transfer, of these information, even though it is possible that the recipient of such information may not be bound by similar obligations to protect such information.



I understand and agree that Personal Data are transferred:

- (a) Among PwC AC Bangalore affiliates for the purposes of, and in connection with, personnel administration, planning and management of my employment relationship with PwC AC Bangalore; and
- (b) To third parties assisting PwC AC Bangalore in the administration and management of my employment relationship with PwC AC Bangalore, including without limitation, payroll management companies, pension plan companies, health insurance companies or agencies, credit card companies, background verification providers and others that have entered into vendor program agreements with PwC AC Bangalore for the provision of their services to PwC AC Bangalore and its employees.

I also understand and agree that PwC AC Bangalore hold, collect, receive, store, have access to, use, disclose, process, and transfer Personal Data for purposes of its legitimate business interests and may do so even after my departure from PwC AC Bangalore either for a reasonable period of time to allow me to join the PwC AC Bangalore Alumni Network or for the applicable statutory period.

I understand that the companies transferring my Personal Data and the recipients of my Personal Data, both PwC AC Bangalore affiliates and third parties, may be located in any country including any country outside of the India or my country of origin and/or residence.

I hereby consent to the collection, reception, possession, use, processing and transfer by PwC AC Bangalore of my Personal Data, in electronic or any other form, including transborder transfer of Personal Data, for the purposes and to parties described above.

I understand that I am responsible to, and may, at any time, review certain of my Personal Data, by accessing PwC AC Bangalore's web page and make any necessary amendments to it to ensure that my Personal Data is up to date, and that PwC AC Bangalore may not be held liable for any damages incurred by me as a result of PwC AC Bangalore's use, processing and transfer of inaccurate Personal Data provided by me.

I hereby consent to having modifications to my Personal Data done in electronic format rather than in writing. If, however, wherever this option is available to me, I choose to send any requests for modifications of my Personal Data to PwC AC Bangalore other than in the electronic format, I acknowledge and agree that delays can occur in the processing by PwC AC Bangalore of this written request for modification and that additional PwC AC Bangalore employees and/or agents may have to access certain of my Personal Data for that purpose.

I agree to promptly notify PwC AC Bangalore in writing of any change in my Personal Data or any unauthorized use or unauthorized disclosure of my Personal Data.

I understand that I may, at any time, withdraw the consents hereby given to the processing by PwC AC Bangalore and/or its agents of my Personal Data by notifying PwC AC Bangalore in writing of such withdrawal. As a result of my consent withdrawal, in certain cases, I may no longer be eligible for certain benefits, including employment and/or employment benefits and services currently provided to me by PwC AC Bangalore and/or the third parties selected by PwC AC Bangalore to render such services to the extent the Personal Data affected by my consent withdrawal was necessary to process my benefits.



I agree to abide by all policies of PwC AC Bangalore, including the Protection of Personal Data Policy as this Policy can be modified from time to time at PwC AC Bangalore's sole discretion.

Offer Letter

13-03-2023

Dear Nischith Roy, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as an Sales Executive L-1 based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 5,16,226** /- per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.



TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give one (1) months' notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving seven (7) days' notice or salary in lieu of such notice. The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to the company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to the company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limited to a laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the current or proposed business of the Group except on behalf of the Group, canvass or solicits business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;

B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest); or



C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise;

E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period (“**Existing Employee**”) to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;

F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment. G. approach, recruit or otherwise solicit Existing Employees to work for any other employer.

H. persuade any Person which is a vendor/consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.

I. The covenants in this Clause and the time and other limitations with respect thereto are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.

J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

K. Nothing herein contained shall affect the Employee’s non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group or after the termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.



A. Without prejudice to the generality of the foregoing, the Employee shall:

- a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.
- b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.
- c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.

C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.

D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.

F. In order to secure or preserve Confidential Information, the Company shall have the right at all timesto deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.



Your date of Joining is 15-08-2023.

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

Amit Kumar, Director

NoBroker Technologies Solutions Pvt. Ltd.

Note - This is a system -generated letter and does not require a signature.

Acceptance:

I, Nischith Roy have read, understood, and accept this offer of employment, as set forth above. Signature: _____ Date: __



ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,92,000	16,000
HRA	76,800	6,400
Special Allowance	39,494	3,291
Employer Contribution to PF	21,600	1,800
Fixed Pay	3,29,894	27,491
Performance Bonus	1,80,000	15,000
Total Fixed Pay and Performance bonus	5,09,894	42,491
Gratuity	6,332	
CTC	5,16,226	

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

**Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-), Meal Allowance (INR 2500 /-) & Income tax, if applicable.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.



Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

24- September-2023

Dear Amrutha. S. D,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

The Company reserves the sole right to offer you employment, subject to:

- a) You passing the qualifying exams with maximum of two (2) arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate and producing the relevant documents evidencing proof of completion of the same to the Company. This aggregate includes all subjects of all semesters and language papers, if any.
- b) You passing the training with the prescribed minimum score in the final evaluation on completion of the training.
- c) Your acceptance to work in accordance with the timings prescribed by the Company. Your work timings will be determined by the nature of your project and you may be required to work in shifts. Failure to comply with such timings shall entitle the Company to initiate appropriate actions in accordance with the Company policy, at Company's sole discretion.
- d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.
- f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

The following are the terms and conditions:

- a) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company.
- b) The period of training may be modified at the sole discretion of the Company.
- c) On commencement of training you shall enter into the confidentiality undertaking as a condition of your training hereunder. Upon the completion of your training you will return to the Company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts there from.
- d) You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.
- e) Please bear in mind that the Company's policies (including the one pertaining to notice period / separation) are subject to changes from time to time and you will be communicated of those changes in a timely manner.

Confidential

Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

- f) Your performance during the training will be evaluated periodically and in the event of you not clearing the evaluation with the prescribed minimum score, the Company may, at its sole discretion cease to provide you further training with immediate effect.
- g) You understand that 100% attendance during your training period is important and mandatory. Your training will be governed by the following terms with regards to any absence:
 - i) in the event you are on unauthorized leave for more than three (3) consecutive days for any reason, without the prior written approval of concerned authorities; or
 - ii) in the event you require extended leave exceeding three (3) consecutive days, for any reason; or
 - iii) in the event you require more than a total of five (5) leaves, consecutive or otherwise, during your training period, for any reason, the Company may, at its sole discretion cease to provide you further training and exit you from the Company with immediate effect. Further, requests to continue your training in the next batch shall not be entertained by the Company.
- h) You agree that you are not an employee of the Company either during or after completion of your training. You shall not represent yourself as an employee of the Company and you have no authority to bind the Company by contract or otherwise. The stipend amount stated in this letter shall be the sole payment made to you by the Company and apart from this the Company is not liable to make any other payment (i.e. statutory or any other). You agree that you will not be entitled to participate in any plans, arrangements, or distributions by the Company pertaining to any bonus, stock option, profit sharing, insurance or similar benefits or any statutory payments including, but not limited to Employee Provident Fund ("EPF"), Employee State Insurance ("ESI") etc which the Company provides to its employees.
- i) This agreement may be terminated by providing a notice in writing on either side or salary in lieu of such notice. As per our current policy, the notice period is one (1) day for trainees.
- j) You are required to display professional ethics during the entire duration of your training period. The Company has a Zero Tolerance policy towards unethical behavior:
 - i) If it comes to the notice of the Company at any time that any of the details provided by you is false, the Company reserves the right to terminate your services with immediate effect.
 - ii) Your conduct at all-time should reflect observance of the national and local laws and the rules and regulations of the Company that are in effect. These may change from time to time and you have a duty to be in step with the changes. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.

Important: If these terms are acceptable to you, kindly sign and return the duplicate of this letter in acknowledgement thereof, so as to reach the Company on or before **27-September-2023** failing which this offer shall stand automatically withdrawn and cancelled without any obligation on the part of the Company. Similarly, in spite of your acceptance if you do not report to duty on the designated date this offer shall stand automatically terminated without any further reference to you and without any obligation on the part of the Company.

We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:

DD4D480B41314B9...
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

Confidential

TRAINEE UNDERTAKING

Under the prevailing circumstances of the pandemic in order for the Company to ensure the safety and wellbeing of its Trainees, employees and their families, clients, visitors and the general public, the Company is recommending that Trainees /employees shall Work From Home (WFH) where possible.

In this situation, I undertake to ensure the following during the period that WFH shall remain operational:

1. I state that in order to accommodate WFH Company has issued me Desktop/laptop/internet dongle ("Official Asset").
2. I understand that the Official Asset has been issued to enable me to temporarily WFH and I will return the Official Asset back to the Company at the end of WFH or as and when instructed by the Company. Additionally, Company reserves the right at any time to withdraw permission now granted for WFH and/or using the Official Asset at home for official use without assigning any reason.
3. I shall take all necessary precautions to secure the Official Asset and shall be responsible for a loss of the Official Asset. I will use the Official Asset only to perform my ongoing duties to the Company and the Company's clients, and in accordance with applicable policies of the Company.
4. I acknowledge and agree that I shall comply with all the Policies of the Company during, and shall continue to comply with the NTT DATA Code of Business Conduct ("COBC") including without limitation to information security policies, requirements and guidelines, including any changes to security and configuration requirements of the Official Asset. I further confirm that I shall use the Official Asset in compliance with all applicable laws, including but not limited to the Telecom Regulations Authority of India.
5. I acknowledge and agree that I continue to be bound by the terms of my employment and will strictly abide by the confidentiality and data privacy obligations undertaken by me as a condition of my employment with the Company, which also aims at protecting confidential information of the Company and Company's customers and clients.
6. I will take strict measures in order to ensure that all of Company's and Company's customer personal and/or sensitive data that I may have access to, continues to remain protected against any unauthorized access or disclosure.
7. I further agree that I shall comply with the instructions provided by the Company regarding the use of the Official Asset.
8. I further understand and confirm that any breach of Company policies or applicable client policies will lead to appropriate disciplinary action against me including and upto termination of my employment.
9. Specifically, with respect to working from home, I shall:
 - a. Continue to enter time in Synergy, if applicable, as per the hours worked in actual and in line with timesheet guidelines
 - b. Use a secure network for performing official work.
 - c. Make best efforts to ensure that there is no negative impact to productivity or quality of work.
 - d. Deliver expected work outcomes within specified working hours span and will follow training and operating procedures strictly.

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- e. Continue to comply with the Code of Business Conduct, Company's Information Security Policy and the highest safety standards.
- f. Share phone/mobile numbers used to perform official duties with my manager and team members so I may be reached by my team and stakeholders easily during working hours.
- g. Be available for all meetings via phone/Zoom/Microsoft Teams etc.
- h. Ensure the protection of proprietary and confidential Company and client information accessible from my workspace while working from home, in accordance with Company policy and applicable law.
- i. Immediately report any health and safety and any other risks in the home-based worksite to my supervisor.

10. I further undertake and agree to indemnify and keep indemnified the Company for any loss, damages, claims, expenses, etc. that the Company may incur at any time now or during the future, and any other claims that may arise against the Company by any third party in relation to the above.

11. I confirm that I have given this Undertaking with my free will and consent and without coercion or duress.

12. I confirm that the terms and conditions detailed in this Undertaking are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.

13. In the event of any dispute or disagreement over the interpretation of any of the terms part of this Undertaking, the same shall be referred for Arbitration by a sole arbitrator to be appointed by the Company in accordance with the Arbitration and Conciliation Act, 1996 and its amendment from time to time. The decision of the arbitrator shall be final and binding on the parties. The venue of arbitration shall be Bangalore. The Courts at Bangalore alone shall have exclusive jurisdiction to the exclusion of all other Courts.

These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: Amrutha. S. D

Place: Bangalore

Date: 24-September-2023

Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

Block 2, 2nd Floor, D7
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Bangalore 560 066 India
Tel: +91.80.3342.6000

24- September-2023

Dear Arif Shabir Malyar,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

The Company reserves the sole right to offer you employment, subject to:

- a) You passing the qualifying exams with maximum of two (2) arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate and producing the relevant documents evidencing proof of completion of the same to the Company. This aggregate includes all subjects of all semesters and language papers, if any.
- b) You passing the training with the prescribed minimum score in the final evaluation on completion of the training.
- c) Your acceptance to work in accordance with the timings prescribed by the Company. Your work timings will be determined by the nature of your project and you may be required to work in shifts. Failure to comply with such timings shall entitle the Company to initiate appropriate actions in accordance with the Company policy, at Company's sole discretion.
- d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.
- f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

The following are the terms and conditions:

- a) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company.
- b) The period of training may be modified at the sole discretion of the Company.
- c) On commencement of training you shall enter into the confidentiality undertaking as a condition of your training hereunder. Upon the completion of your training you will return to the Company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts there from.
- d) You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.
- e) Please bear in mind that the Company's policies (including the one pertaining to notice period / separation) are subject to changes from time to time and you will be communicated of those changes in a timely manner.

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- f) Your performance during the training will be evaluated periodically and in the event of you not clearing the evaluation with the prescribed minimum score, the Company may, at its sole discretion cease to provide you further training with immediate effect.
- g) You understand that 100% attendance during your training period is important and mandatory. Your training will be governed by the following terms with regards to any absence:
 - i) in the event you are on unauthorized leave for more than three (3) consecutive days for any reason, without the prior written approval of concerned authorities; or
 - ii) in the event you require extended leave exceeding three (3) consecutive days, for any reason; or
 - iii) in the event you require more than a total of five (5) leaves, consecutive or otherwise, during your training period, for any reason, the Company may, at its sole discretion cease to provide you further training and exit you from the Company with immediate effect. Further, requests to continue your training in the next batch shall not be entertained by the Company.
- h) You agree that you are not an employee of the Company either during or after completion of your training. You shall not represent yourself as an employee of the Company and you have no authority to bind the Company by contract or otherwise. The stipend amount stated in this letter shall be the sole payment made to you by the Company and apart from this the Company is not liable to make any other payment (i.e. statutory or any other). You agree that you will not be entitled to participate in any plans, arrangements, or distributions by the Company pertaining to any bonus, stock option, profit sharing, insurance or similar benefits or any statutory payments including, but not limited to Employee Provident Fund ("EPF"), Employee State Insurance ("ESI") etc which the Company provides to its employees.
- i) This agreement may be terminated by providing a notice in writing on either side or salary in lieu of such notice. As per our current policy, the notice period is one (1) day for trainees.
- j) You are required to display professional ethics during the entire duration of your training period. The Company has a Zero Tolerance policy towards unethical behavior:
 - i) If it comes to the notice of the Company at any time that any of the details provided by you is false, the Company reserves the right to terminate your services with immediate effect.
 - ii) Your conduct at all-time should reflect observance of the national and local laws and the rules and regulations of the Company that are in effect. These may change from time to time and you have a duty to be in step with the changes. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.

Important: If these terms are acceptable to you, kindly sign and return the duplicate of this letter in acknowledgement thereof, so as to reach the Company on or before **27-September-2023** failing which this offer shall stand automatically withdrawn and cancelled without any obligation on the part of the Company. Similarly, in spite of your acceptance if you do not report to duty on the designated date this offer shall stand automatically terminated without any further reference to you and without any obligation on the part of the Company.

We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:


DD4D480B41314B9...
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

Confidential

TRAINEE UNDERTAKING

Under the prevailing circumstances of the pandemic in order for the Company to ensure the safety and wellbeing of its Trainees, employees and their families, clients, visitors and the general public, the Company is recommending that Trainees /employees shall Work From Home (WFH) where possible.

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3. I shall take all necessary precautions to secure the Official Asset and shall be responsible for a loss of the Official Asset. I will use the Official Asset only to perform my ongoing duties to the Company and the Company's clients, and in accordance with applicable policies of the Company.
4. I acknowledge and agree that I shall comply with all the Policies of the Company during, and shall continue to comply with the NTT DATA Code of Business Conduct ("COBC") including without limitation to information security policies, requirements and guidelines, including any changes to security and configuration requirements of the Official Asset. I further confirm that I shall use the Official Asset in compliance with all applicable laws, including but not limited to the Telecom Regulations Authority of India.
5. I acknowledge and agree that I continue to be bound by the terms of my employment and will strictly abide by the confidentiality and data privacy obligations undertaken by me as a condition of my employment with the Company, which also aims at protecting confidential information of the Company and Company's customers and clients.
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- e. Continue to comply with the Code of Business Conduct, Company's Information Security Policy and the highest safety standards.
- f. Share phone/mobile numbers used to perform official duties with my manager and team members so I may be reached by my team and stakeholders easily during working hours.
- g. Be available for all meetings via phone/Zoom/Microsoft Teams etc.
- h. Ensure the protection of proprietary and confidential Company and client information accessible from my workspace while working from home, in accordance with Company policy and applicable law.
- i. Immediately report any health and safety and any other risks in the home-based worksite to my supervisor.

10. I further undertake and agree to indemnify and keep indemnified the Company for any loss, damages, claims, expenses, etc. that the Company may incur at any time now or during the future, and any other claims that may arise against the Company by any third party in relation to the above.

11. I confirm that I have given this Undertaking with my free will and consent and without coercion or duress.

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13. In the event of any dispute or disagreement over the interpretation of any of the terms part of this Undertaking, the same shall be referred for Arbitration by a sole arbitrator to be appointed by the Company in accordance with the Arbitration and Conciliation Act, 1996 and its amendment from time to time. The decision of the arbitrator shall be final and binding on the parties. The venue of arbitration shall be Bangalore. The Courts at Bangalore alone shall have exclusive jurisdiction to the exclusion of all other Courts.

These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: Arif Shabir Malyar

Place: Bangalore

Date: 24-September-2023

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Bangalore 560 066 India
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24- September-2023

Dear Ashwini J,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

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- d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.
- f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

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- d) You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.
- e) Please bear in mind that the Company's policies (including the one pertaining to notice period / separation) are subject to changes from time to time and you will be communicated of those changes in a timely manner.

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- f) Your performance during the training will be evaluated periodically and in the event of you not clearing the evaluation with the prescribed minimum score, the Company may, at its sole discretion cease to provide you further training with immediate effect.
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- j) You are required to display professional ethics during the entire duration of your training period. The Company has a Zero Tolerance policy towards unethical behavior:
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Important: If these terms are acceptable to you, kindly sign and return the duplicate of this letter in acknowledgement thereof, so as to reach the Company on or before **27-September-2023** failing which this offer shall stand automatically withdrawn and cancelled without any obligation on the part of the Company. Similarly, in spite of your acceptance if you do not report to duty on the designated date this offer shall stand automatically terminated without any further reference to you and without any obligation on the part of the Company.

We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:

DD4D480B41314B9...
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

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TRAINEE UNDERTAKING

Under the prevailing circumstances of the pandemic in order for the Company to ensure the safety and wellbeing of its Trainees, employees and their families, clients, visitors and the general public, the Company is recommending that Trainees /employees shall Work From Home (WFH) where possible.

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3. I shall take all necessary precautions to secure the Official Asset and shall be responsible for a loss of the Official Asset. I will use the Official Asset only to perform my ongoing duties to the Company and the Company's clients, and in accordance with applicable policies of the Company.
4. I acknowledge and agree that I shall comply with all the Policies of the Company during, and shall continue to comply with the NTT DATA Code of Business Conduct ("COBC") including without limitation to information security policies, requirements and guidelines, including any changes to security and configuration requirements of the Official Asset. I further confirm that I shall use the Official Asset in compliance with all applicable laws, including but not limited to the Telecom Regulations Authority of India.
5. I acknowledge and agree that I continue to be bound by the terms of my employment and will strictly abide by the confidentiality and data privacy obligations undertaken by me as a condition of my employment with the Company, which also aims at protecting confidential information of the Company and Company's customers and clients.
6. I will take strict measures in order to ensure that all of Company's and Company's customer personal and/or sensitive data that I may have access to, continues to remain protected against any unauthorized access or disclosure.
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- e. Continue to comply with the Code of Business Conduct, Company's Information Security Policy and the highest safety standards.
- f. Share phone/mobile numbers used to perform official duties with my manager and team members so I may be reached by my team and stakeholders easily during working hours.
- g. Be available for all meetings via phone/Zoom/Microsoft Teams etc.
- h. Ensure the protection of proprietary and confidential Company and client information accessible from my workspace while working from home, in accordance with Company policy and applicable law.
- i. Immediately report any health and safety and any other risks in the home-based worksite to my supervisor.

10. I further undertake and agree to indemnify and keep indemnified the Company for any loss, damages, claims, expenses, etc. that the Company may incur at any time now or during the future, and any other claims that may arise against the Company by any third party in relation to the above.

11. I confirm that I have given this Undertaking with my free will and consent and without coercion or duress.

12. I confirm that the terms and conditions detailed in this Undertaking are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.

13. In the event of any dispute or disagreement over the interpretation of any of the terms part of this Undertaking, the same shall be referred for Arbitration by a sole arbitrator to be appointed by the Company in accordance with the Arbitration and Conciliation Act, 1996 and its amendment from time to time. The decision of the arbitrator shall be final and binding on the parties. The venue of arbitration shall be Bangalore. The Courts at Bangalore alone shall have exclusive jurisdiction to the exclusion of all other Courts.

These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: Ashwini J

Place: Bangalore

Date: 24-September-2023

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24- September-2023

Dear Bhoomika R,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

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 - ii) in the event you require extended leave exceeding three (3) consecutive days, for any reason; or
 - iii) in the event you require more than a total of five (5) leaves, consecutive or otherwise, during your training period, for any reason, the Company may, at its sole discretion cease to provide you further training and exit you from the Company with immediate effect. Further, requests to continue your training in the next batch shall not be entertained by the Company.
- h) You agree that you are not an employee of the Company either during or after completion of your training. You shall not represent yourself as an employee of the Company and you have no authority to bind the Company by contract or otherwise. The stipend amount stated in this letter shall be the sole payment made to you by the Company and apart from this the Company is not liable to make any other payment (i.e. statutory or any other). You agree that you will not be entitled to participate in any plans, arrangements, or distributions by the Company pertaining to any bonus, stock option, profit sharing, insurance or similar benefits or any statutory payments including, but not limited to Employee Provident Fund ("EPF"), Employee State Insurance ("ESI") etc which the Company provides to its employees.
- i) This agreement may be terminated by providing a notice in writing on either side or salary in lieu of such notice. As per our current policy, the notice period is one (1) day for trainees.
- j) You are required to display professional ethics during the entire duration of your training period. The Company has a Zero Tolerance policy towards unethical behavior:
 - i) If it comes to the notice of the Company at any time that any of the details provided by you is false, the Company reserves the right to terminate your services with immediate effect.
 - ii) Your conduct at all-time should reflect observance of the national and local laws and the rules and regulations of the Company that are in effect. These may change from time to time and you have a duty to be in step with the changes. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.

Important: If these terms are acceptable to you, kindly sign and return the duplicate of this letter in acknowledgement thereof, so as to reach the Company on or before **27-September-2023** failing which this offer shall stand automatically withdrawn and cancelled without any obligation on the part of the Company. Similarly, in spite of your acceptance if you do not report to duty on the designated date this offer shall stand automatically terminated without any further reference to you and without any obligation on the part of the Company.

We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:

DD4D480B41314B9...
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

Confidential

TRAINEE UNDERTAKING

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1. I state that in order to accommodate WFH Company has issued me Desktop/laptop/internet dongle ("Official Asset").
2. I understand that the Official Asset has been issued to enable me to temporarily WFH and I will return the Official Asset back to the Company at the end of WFH or as and when instructed by the Company. Additionally, Company reserves the right at any time to withdraw permission now granted for WFH and/or using the Official Asset at home for official use without assigning any reason.
3. I shall take all necessary precautions to secure the Official Asset and shall be responsible for a loss of the Official Asset. I will use the Official Asset only to perform my ongoing duties to the Company and the Company's clients, and in accordance with applicable policies of the Company.
4. I acknowledge and agree that I shall comply with all the Policies of the Company during, and shall continue to comply with the NTT DATA Code of Business Conduct ("COBC") including without limitation to information security policies, requirements and guidelines, including any changes to security and configuration requirements of the Official Asset. I further confirm that I shall use the Official Asset in compliance with all applicable laws, including but not limited to the Telecom Regulations Authority of India.
5. I acknowledge and agree that I continue to be bound by the terms of my employment and will strictly abide by the confidentiality and data privacy obligations undertaken by me as a condition of my employment with the Company, which also aims at protecting confidential information of the Company and Company's customers and clients.
6. I will take strict measures in order to ensure that all of Company's and Company's customer personal and/or sensitive data that I may have access to, continues to remain protected against any unauthorized access or disclosure.
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8. I further understand and confirm that any breach of Company policies or applicable client policies will lead to appropriate disciplinary action against me including and upto termination of my employment.
9. Specifically, with respect to working from home, I shall:
 - a. Continue to enter time in Synergy, if applicable, as per the hours worked in actual and in line with timesheet guidelines
 - b. Use a secure network for performing official work.
 - c. Make best efforts to ensure that there is no negative impact to productivity or quality of work.
 - d. Deliver expected work outcomes within specified working hours span and will follow training and operating procedures strictly.

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- e. Continue to comply with the Code of Business Conduct, Company's Information Security Policy and the highest safety standards.
- f. Share phone/mobile numbers used to perform official duties with my manager and team members so I may be reached by my team and stakeholders easily during working hours.
- g. Be available for all meetings via phone/Zoom/Microsoft Teams etc.
- h. Ensure the protection of proprietary and confidential Company and client information accessible from my workspace while working from home, in accordance with Company policy and applicable law.
- i. Immediately report any health and safety and any other risks in the home-based worksite to my supervisor.

10. I further undertake and agree to indemnify and keep indemnified the Company for any loss, damages, claims, expenses, etc. that the Company may incur at any time now or during the future, and any other claims that may arise against the Company by any third party in relation to the above.

11. I confirm that I have given this Undertaking with my free will and consent and without coercion or duress.

12. I confirm that the terms and conditions detailed in this Undertaking are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.

13. In the event of any dispute or disagreement over the interpretation of any of the terms part of this Undertaking, the same shall be referred for Arbitration by a sole arbitrator to be appointed by the Company in accordance with the Arbitration and Conciliation Act, 1996 and its amendment from time to time. The decision of the arbitrator shall be final and binding on the parties. The venue of arbitration shall be Bangalore. The Courts at Bangalore alone shall have exclusive jurisdiction to the exclusion of all other Courts.

These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: *Bhoomika R*

Place: Bangalore

Date: 24-September-2023

Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

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24- September-2023

Dear Chethan V R,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

The Company reserves the sole right to offer you employment, subject to:

- a) You passing the qualifying exams with maximum of two (2) arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate and producing the relevant documents evidencing proof of completion of the same to the Company. This aggregate includes all subjects of all semesters and language papers, if any.
- b) You passing the training with the prescribed minimum score in the final evaluation on completion of the training.
- c) Your acceptance to work in accordance with the timings prescribed by the Company. Your work timings will be determined by the nature of your project and you may be required to work in shifts. Failure to comply with such timings shall entitle the Company to initiate appropriate actions in accordance with the Company policy, at Company's sole discretion.
- d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.
- f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

The following are the terms and conditions:

- a) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company.
- b) The period of training may be modified at the sole discretion of the Company.
- c) On commencement of training you shall enter into the confidentiality undertaking as a condition of your training hereunder. Upon the completion of your training you will return to the Company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts there from.
- d) You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.
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ASSOCIATE DIRECTOR - TALENT ACQUISITION

Confidential

TRAINEE UNDERTAKING

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These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: *Chethan V R*

Place: Bangalore

Date: 24-September-2023

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24- September-2023

Dear LEKHANA V,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

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We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:

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URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

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TRAINEE UNDERTAKING

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- e. Continue to comply with the Code of Business Conduct, Company's Information Security Policy and the highest safety standards.
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These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: LEKHANA V

Place: Bangalore

Date: 24-September-2023

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24- September-2023

Dear Prananya M,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

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- b) You passing the training with the prescribed minimum score in the final evaluation on completion of the training.
- c) Your acceptance to work in accordance with the timings prescribed by the Company. Your work timings will be determined by the nature of your project and you may be required to work in shifts. Failure to comply with such timings shall entitle the Company to initiate appropriate actions in accordance with the Company policy, at Company's sole discretion.
- d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.
- f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

The following are the terms and conditions:

- a) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company.
- b) The period of training may be modified at the sole discretion of the Company.
- c) On commencement of training you shall enter into the confidentiality undertaking as a condition of your training hereunder. Upon the completion of your training you will return to the Company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts there from.
- d) You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.
- e) Please bear in mind that the Company's policies (including the one pertaining to notice period / separation) are subject to changes from time to time and you will be communicated of those changes in a timely manner.

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- f) Your performance during the training will be evaluated periodically and in the event of you not clearing the evaluation with the prescribed minimum score, the Company may, at its sole discretion cease to provide you further training with immediate effect.
- g) You understand that 100% attendance during your training period is important and mandatory. Your training will be governed by the following terms with regards to any absence:
 - i) in the event you are on unauthorized leave for more than three (3) consecutive days for any reason, without the prior written approval of concerned authorities; or
 - ii) in the event you require extended leave exceeding three (3) consecutive days, for any reason; or
 - iii) in the event you require more than a total of five (5) leaves, consecutive or otherwise, during your training period, for any reason, the Company may, at its sole discretion cease to provide you further training and exit you from the Company with immediate effect. Further, requests to continue your training in the next batch shall not be entertained by the Company.
- h) You agree that you are not an employee of the Company either during or after completion of your training. You shall not represent yourself as an employee of the Company and you have no authority to bind the Company by contract or otherwise. The stipend amount stated in this letter shall be the sole payment made to you by the Company and apart from this the Company is not liable to make any other payment (i.e. statutory or any other). You agree that you will not be entitled to participate in any plans, arrangements, or distributions by the Company pertaining to any bonus, stock option, profit sharing, insurance or similar benefits or any statutory payments including, but not limited to Employee Provident Fund ("EPF"), Employee State Insurance ("ESI") etc which the Company provides to its employees.
- i) This agreement may be terminated by providing a notice in writing on either side or salary in lieu of such notice. As per our current policy, the notice period is one (1) day for trainees.
- j) You are required to display professional ethics during the entire duration of your training period. The Company has a Zero Tolerance policy towards unethical behavior:
 - i) If it comes to the notice of the Company at any time that any of the details provided by you is false, the Company reserves the right to terminate your services with immediate effect.
 - ii) Your conduct at all-time should reflect observance of the national and local laws and the rules and regulations of the Company that are in effect. These may change from time to time and you have a duty to be in step with the changes. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.

Important: If these terms are acceptable to you, kindly sign and return the duplicate of this letter in acknowledgement thereof, so as to reach the Company on or before **27-September-2023** failing which this offer shall stand automatically withdrawn and cancelled without any obligation on the part of the Company. Similarly, in spite of your acceptance if you do not report to duty on the designated date this offer shall stand automatically terminated without any further reference to you and without any obligation on the part of the Company.

We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:


DD4D480B41314B9...
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

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TRAINEE UNDERTAKING

Under the prevailing circumstances of the pandemic in order for the Company to ensure the safety and wellbeing of its Trainees, employees and their families, clients, visitors and the general public, the Company is recommending that Trainees /employees shall Work From Home (WFH) where possible.

In this situation, I undertake to ensure the following during the period that WFH shall remain operational:

1. I state that in order to accommodate WFH Company has issued me Desktop/laptop/internet dongle ("Official Asset").
2. I understand that the Official Asset has been issued to enable me to temporarily WFH and I will return the Official Asset back to the Company at the end of WFH or as and when instructed by the Company. Additionally, Company reserves the right at any time to withdraw permission now granted for WFH and/or using the Official Asset at home for official use without assigning any reason.
3. I shall take all necessary precautions to secure the Official Asset and shall be responsible for a loss of the Official Asset. I will use the Official Asset only to perform my ongoing duties to the Company and the Company's clients, and in accordance with applicable policies of the Company.
4. I acknowledge and agree that I shall comply with all the Policies of the Company during, and shall continue to comply with the NTT DATA Code of Business Conduct ("COBC") including without limitation to information security policies, requirements and guidelines, including any changes to security and configuration requirements of the Official Asset. I further confirm that I shall use the Official Asset in compliance with all applicable laws, including but not limited to the Telecom Regulations Authority of India.
5. I acknowledge and agree that I continue to be bound by the terms of my employment and will strictly abide by the confidentiality and data privacy obligations undertaken by me as a condition of my employment with the Company, which also aims at protecting confidential information of the Company and Company's customers and clients.
6. I will take strict measures in order to ensure that all of Company's and Company's customer personal and/or sensitive data that I may have access to, continues to remain protected against any unauthorized access or disclosure.
7. I further agree that I shall comply with the instructions provided by the Company regarding the use of the Official Asset.
8. I further understand and confirm that any breach of Company policies or applicable client policies will lead to appropriate disciplinary action against me including and upto termination of my employment.
9. Specifically, with respect to working from home, I shall:
 - a. Continue to enter time in Synergy, if applicable, as per the hours worked in actual and in line with timesheet guidelines
 - b. Use a secure network for performing official work.
 - c. Make best efforts to ensure that there is no negative impact to productivity or quality of work.
 - d. Deliver expected work outcomes within specified working hours span and will follow training and operating procedures strictly.

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- e. Continue to comply with the Code of Business Conduct, Company's Information Security Policy and the highest safety standards.
- f. Share phone/mobile numbers used to perform official duties with my manager and team members so I may be reached by my team and stakeholders easily during working hours.
- g. Be available for all meetings via phone/Zoom/Microsoft Teams etc.
- h. Ensure the protection of proprietary and confidential Company and client information accessible from my workspace while working from home, in accordance with Company policy and applicable law.
- i. Immediately report any health and safety and any other risks in the home-based worksite to my supervisor.

10. I further undertake and agree to indemnify and keep indemnified the Company for any loss, damages, claims, expenses, etc. that the Company may incur at any time now or during the future, and any other claims that may arise against the Company by any third party in relation to the above.

11. I confirm that I have given this Undertaking with my free will and consent and without coercion or duress.

12. I confirm that the terms and conditions detailed in this Undertaking are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.

13. In the event of any dispute or disagreement over the interpretation of any of the terms part of this Undertaking, the same shall be referred for Arbitration by a sole arbitrator to be appointed by the Company in accordance with the Arbitration and Conciliation Act, 1996 and its amendment from time to time. The decision of the arbitrator shall be final and binding on the parties. The venue of arbitration shall be Bangalore. The Courts at Bangalore alone shall have exclusive jurisdiction to the exclusion of all other Courts.

These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: *Prananya M*

Place: Bangalore

Date: 24-September-2023

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24- September-2023

Dear Priya Patel A,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

The Company reserves the sole right to offer you employment, subject to:

- a) You passing the qualifying exams with maximum of two (2) arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate and producing the relevant documents evidencing proof of completion of the same to the Company. This aggregate includes all subjects of all semesters and language papers, if any.
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- d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.
- f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

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- e) Please bear in mind that the Company's policies (including the one pertaining to notice period / separation) are subject to changes from time to time and you will be communicated of those changes in a timely manner.

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We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:


DD4D480B41314B9...
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

Confidential

TRAINEE UNDERTAKING

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3. I shall take all necessary precautions to secure the Official Asset and shall be responsible for a loss of the Official Asset. I will use the Official Asset only to perform my ongoing duties to the Company and the Company's clients, and in accordance with applicable policies of the Company.
4. I acknowledge and agree that I shall comply with all the Policies of the Company during, and shall continue to comply with the NTT DATA Code of Business Conduct ("COBC") including without limitation to information security policies, requirements and guidelines, including any changes to security and configuration requirements of the Official Asset. I further confirm that I shall use the Official Asset in compliance with all applicable laws, including but not limited to the Telecom Regulations Authority of India.
5. I acknowledge and agree that I continue to be bound by the terms of my employment and will strictly abide by the confidentiality and data privacy obligations undertaken by me as a condition of my employment with the Company, which also aims at protecting confidential information of the Company and Company's customers and clients.
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- e. Continue to comply with the Code of Business Conduct, Company's Information Security Policy and the highest safety standards.
- f. Share phone/mobile numbers used to perform official duties with my manager and team members so I may be reached by my team and stakeholders easily during working hours.
- g. Be available for all meetings via phone/Zoom/Microsoft Teams etc.
- h. Ensure the protection of proprietary and confidential Company and client information accessible from my workspace while working from home, in accordance with Company policy and applicable law.
- i. Immediately report any health and safety and any other risks in the home-based worksite to my supervisor.

10. I further undertake and agree to indemnify and keep indemnified the Company for any loss, damages, claims, expenses, etc. that the Company may incur at any time now or during the future, and any other claims that may arise against the Company by any third party in relation to the above.

11. I confirm that I have given this Undertaking with my free will and consent and without coercion or duress.

12. I confirm that the terms and conditions detailed in this Undertaking are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.

13. In the event of any dispute or disagreement over the interpretation of any of the terms part of this Undertaking, the same shall be referred for Arbitration by a sole arbitrator to be appointed by the Company in accordance with the Arbitration and Conciliation Act, 1996 and its amendment from time to time. The decision of the arbitrator shall be final and binding on the parties. The venue of arbitration shall be Bangalore. The Courts at Bangalore alone shall have exclusive jurisdiction to the exclusion of all other Courts.

These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: *Priya Patel A*

Place: Bangalore

Date: 24-September-2023

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24- September-2023

Dear Sowmya M S,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

The Company reserves the sole right to offer you employment, subject to:

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We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:

DD4D480B41314B9...
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

Confidential

TRAINEE UNDERTAKING

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- h. Ensure the protection of proprietary and confidential Company and client information accessible from my workspace while working from home, in accordance with Company policy and applicable law.
- i. Immediately report any health and safety and any other risks in the home-based worksite to my supervisor.

10. I further undertake and agree to indemnify and keep indemnified the Company for any loss, damages, claims, expenses, etc. that the Company may incur at any time now or during the future, and any other claims that may arise against the Company by any third party in relation to the above.

11. I confirm that I have given this Undertaking with my free will and consent and without coercion or duress.

12. I confirm that the terms and conditions detailed in this Undertaking are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.

13. In the event of any dispute or disagreement over the interpretation of any of the terms part of this Undertaking, the same shall be referred for Arbitration by a sole arbitrator to be appointed by the Company in accordance with the Arbitration and Conciliation Act, 1996 and its amendment from time to time. The decision of the arbitrator shall be final and binding on the parties. The venue of arbitration shall be Bangalore. The Courts at Bangalore alone shall have exclusive jurisdiction to the exclusion of all other Courts.

These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: Sowmya M S

Place: Bangalore

Date: 24-September-2023

Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

24- September-2023

Dear Sufiya Ali M,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **NCR**. Your training shall commence on **27-September-2023**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 15,000/-** per month (payable on a prorated basis depending on the duration of training).

The Company reserves the sole right to offer you employment, subject to:

- a) You passing the qualifying exams with maximum of two (2) arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate and producing the relevant documents evidencing proof of completion of the same to the Company. This aggregate includes all subjects of all semesters and language papers, if any.
- b) You passing the training with the prescribed minimum score in the final evaluation on completion of the training.
- c) Your acceptance to work in accordance with the timings prescribed by the Company. Your work timings will be determined by the nature of your project and you may be required to work in shifts. Failure to comply with such timings shall entitle the Company to initiate appropriate actions in accordance with the Company policy, at Company's sole discretion.
- d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.
- f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

The following are the terms and conditions:

- a) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company.
- b) The period of training may be modified at the sole discretion of the Company.
- c) On commencement of training you shall enter into the confidentiality undertaking as a condition of your training hereunder. Upon the completion of your training you will return to the Company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts there from.
- d) You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.
- e) Please bear in mind that the Company's policies (including the one pertaining to notice period / separation) are subject to changes from time to time and you will be communicated of those changes in a timely manner.

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Bangalore 560 066 India
Tel: +91.80.3342.6000

- f) Your performance during the training will be evaluated periodically and in the event of you not clearing the evaluation with the prescribed minimum score, the Company may, at its sole discretion cease to provide you further training with immediate effect.
- g) You understand that 100% attendance during your training period is important and mandatory. Your training will be governed by the following terms with regards to any absence:
 - i) in the event you are on unauthorized leave for more than three (3) consecutive days for any reason, without the prior written approval of concerned authorities; or
 - ii) in the event you require extended leave exceeding three (3) consecutive days, for any reason; or
 - iii) in the event you require more than a total of five (5) leaves, consecutive or otherwise, during your training period, for any reason, the Company may, at its sole discretion cease to provide you further training and exit you from the Company with immediate effect. Further, requests to continue your training in the next batch shall not be entertained by the Company.
- h) You agree that you are not an employee of the Company either during or after completion of your training. You shall not represent yourself as an employee of the Company and you have no authority to bind the Company by contract or otherwise. The stipend amount stated in this letter shall be the sole payment made to you by the Company and apart from this the Company is not liable to make any other payment (i.e. statutory or any other). You agree that you will not be entitled to participate in any plans, arrangements, or distributions by the Company pertaining to any bonus, stock option, profit sharing, insurance or similar benefits or any statutory payments including, but not limited to Employee Provident Fund ("EPF"), Employee State Insurance ("ESI") etc which the Company provides to its employees.
- i) This agreement may be terminated by providing a notice in writing on either side or salary in lieu of such notice. As per our current policy, the notice period is one (1) day for trainees.
- j) You are required to display professional ethics during the entire duration of your training period. The Company has a Zero Tolerance policy towards unethical behavior:
 - i) If it comes to the notice of the Company at any time that any of the details provided by you is false, the Company reserves the right to terminate your services with immediate effect.
 - ii) Your conduct at all-time should reflect observance of the national and local laws and the rules and regulations of the Company that are in effect. These may change from time to time and you have a duty to be in step with the changes. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.

Important: If these terms are acceptable to you, kindly sign and return the duplicate of this letter in acknowledgement thereof, so as to reach the Company on or before **27-September-2023** failing which this offer shall stand automatically withdrawn and cancelled without any obligation on the part of the Company. Similarly, in spite of your acceptance if you do not report to duty on the designated date this offer shall stand automatically terminated without any further reference to you and without any obligation on the part of the Company.

We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:

DD4D480B41314B9...
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

Confidential

TRAINEE UNDERTAKING

Under the prevailing circumstances of the pandemic in order for the Company to ensure the safety and wellbeing of its Trainees, employees and their families, clients, visitors and the general public, the Company is recommending that Trainees /employees shall Work From Home (WFH) where possible.

In this situation, I undertake to ensure the following during the period that WFH shall remain operational:

1. I state that in order to accommodate WFH Company has issued me Desktop/laptop/internet dongle ("Official Asset").
2. I understand that the Official Asset has been issued to enable me to temporarily WFH and I will return the Official Asset back to the Company at the end of WFH or as and when instructed by the Company. Additionally, Company reserves the right at any time to withdraw permission now granted for WFH and/or using the Official Asset at home for official use without assigning any reason.
3. I shall take all necessary precautions to secure the Official Asset and shall be responsible for a loss of the Official Asset. I will use the Official Asset only to perform my ongoing duties to the Company and the Company's clients, and in accordance with applicable policies of the Company.
4. I acknowledge and agree that I shall comply with all the Policies of the Company during, and shall continue to comply with the NTT DATA Code of Business Conduct ("COBC") including without limitation to information security policies, requirements and guidelines, including any changes to security and configuration requirements of the Official Asset. I further confirm that I shall use the Official Asset in compliance with all applicable laws, including but not limited to the Telecom Regulations Authority of India.
5. I acknowledge and agree that I continue to be bound by the terms of my employment and will strictly abide by the confidentiality and data privacy obligations undertaken by me as a condition of my employment with the Company, which also aims at protecting confidential information of the Company and Company's customers and clients.
6. I will take strict measures in order to ensure that all of Company's and Company's customer personal and/or sensitive data that I may have access to, continues to remain protected against any unauthorized access or disclosure.
7. I further agree that I shall comply with the instructions provided by the Company regarding the use of the Official Asset.
8. I further understand and confirm that any breach of Company policies or applicable client policies will lead to appropriate disciplinary action against me including and upto termination of my employment.
9. Specifically, with respect to working from home, I shall:
 - a. Continue to enter time in Synergy, if applicable, as per the hours worked in actual and in line with timesheet guidelines
 - b. Use a secure network for performing official work.
 - c. Make best efforts to ensure that there is no negative impact to productivity or quality of work.
 - d. Deliver expected work outcomes within specified working hours span and will follow training and operating procedures strictly.

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Bangalore 560 066 India

Tel: +91.80.3342.6000

- e. Continue to comply with the Code of Business Conduct, Company's Information Security Policy and the highest safety standards.
- f. Share phone/mobile numbers used to perform official duties with my manager and team members so I may be reached by my team and stakeholders easily during working hours.
- g. Be available for all meetings via phone/Zoom/Microsoft Teams etc.
- h. Ensure the protection of proprietary and confidential Company and client information accessible from my workspace while working from home, in accordance with Company policy and applicable law.
- i. Immediately report any health and safety and any other risks in the home-based worksite to my supervisor.

10. I further undertake and agree to indemnify and keep indemnified the Company for any loss, damages, claims, expenses, etc. that the Company may incur at any time now or during the future, and any other claims that may arise against the Company by any third party in relation to the above.

11. I confirm that I have given this Undertaking with my free will and consent and without coercion or duress.

12. I confirm that the terms and conditions detailed in this Undertaking are most reasonable and are absolutely necessary and fully required to safeguard the bonafide interests of the Company.

13. In the event of any dispute or disagreement over the interpretation of any of the terms part of this Undertaking, the same shall be referred for Arbitration by a sole arbitrator to be appointed by the Company in accordance with the Arbitration and Conciliation Act, 1996 and its amendment from time to time. The decision of the arbitrator shall be final and binding on the parties. The venue of arbitration shall be Bangalore. The Courts at Bangalore alone shall have exclusive jurisdiction to the exclusion of all other Courts.

These terms have been read and understood by me. My confirmation on email to shall be considered as my express confirmation to this Undertaking

Read, Understood and Executed

Signature:

Name: *Sufiya Ali M*

Place: Bangalore

Date: 24-September-2023

Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

Date: 30-06-2023

Dear P REVANTH KUMAR REDDY,

Sub: Letter of Offer

We are pleased to offer you a position of a “**Software Engineer**” in our Company on contract basis from July 1, 2023 to June 30, 2023 which may be extended further.

Your compensation & benefits are as per Annexure A attached herewith. Your salary is strictly confidential.

You will be eligible for benefits/statutory contributions as per the Company’s policies, i.e., PF Employer contributions as per Employee’s Provident Scheme, 1952, ESI (If applicable) as per Employee State Insurance Act 1948.

Your services may be terminated at any time by giving 30 days’ notice, by either side. The period of such notice is to be counted from the day such notice is received. In the event of your resigning from the Company’s services without giving 30 days’ notice, you are bound to pay your one-month’s gross salary to the Company. However, the Company, on its sole discretion, may relieve you earlier than the date requested by you.

We look forward to having you on board and the significant contribution you will make to the continued success of Duru Cooperation Private Limited. Please acknowledge your acceptance of this offer by signing the duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited




Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name : P REVANTH KUMAR REDDY Signature : Date :

Date: 30-06-2023

Dear P REVANTH KUMAR REDDY,

This is with reference to the letter of offer made by us dated 30th June 2023.

You are being deputed to work as intern with our client, M/s. LG Soft India at Bangalore with Stipend of Rs. 25,000 PM, till further notice from us. Please find the details below.

Contact Person: **Ms. Ritika Mathur / Ms. Shobha Kammar**

Address:

M/s. LG Soft India Private Limited
Embassy Tech Square,
Marathahalli-Sarjapur Outer Ring Road,
Bangalore – 560103.
Ph: 080-6615 5020

Please acknowledge your acceptance by signing the duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited



Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name : P REVANTH KUMAR REDDY Signature :

Date :



01/17/2023 18:11:73

HP PPS Services India Private Limited

2nd Floor, 24 Salarpuria Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

Panduranga P R,

No.7/4,lakshmi nivas,2nd floor , 4th cross, Shivan chetty gardens, shivajinagar,, Bangalore - 560-042. No.7/4,lakshmi nivas,2nd floor , 4th cross, Shivan chetty gardens, shivajinagar,, Bangalore - 560-042.

Bangalore

Dear

Panduranga,

We are pleased to inform you that you have been selected for training with {HP PPS Services India Private Limited ("HP" or the "Company")} from 10/03/2023 to 29/07/2023 for a period of 5 Months under the guidance and supervision of Shruthi M S. Your location would be BGC01 - Bangalore, IN-Salarpuria GR Tech Park (BGC01).

1. During the tenure of the project, you will be paid a stipend of Rs 20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated hereinabove. After successful completion of Internship you will be converted as Full time employee with 4 LPA.
2. It is clearly understood that you are not in any manner providing any service to HP and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HP, copy, duplicate, decompile or translate any intellectual property of HP without appropriate authorization. You shall not take out any intellectual property belonging to HP, outside the work place or HP's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HP appropriately, in the event you cause any loss or damage to any property that is owned or leased by HP, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.



12. This offer of appointment is conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP.

We look forward to having you join us and wish you a fruitful training with us.

To accept the offer of employment and agree to the above, please E-sign by providing your full name and unique identifier.

With Best Regards,

Sd/-

Binu Mathew
Country Director Human Resources

* This is an electronically generated letter and hence does not require a signature

ACCEPTANCE

I accept the above referred general terms and conditions of the company.

Signature:

Name : Panduranga

Place : Bangalore

HP Employee Letter of Assurance Agreement Form

U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for HP Inc. (HP) I may, directly or indirectly, receive or access software and/or technical data which HP has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.



Date: 11 July 2023

Dear PAVAN KUMAR V,

As per the PwC AC Bangalore offer terms and conditions that were discussed with you at the time of offer, we are pleased to offer you a joining bonus of INR. **150,000/-**(taxes applicable as per the Indian Income tax norms) **One Lakh Fifty Thousand Only**. This is a onetime payment which is offered in exceptional circumstances only and offered with the sole discretion of the company. This amount will be paid out to you along with your first salary.

As explained to you earlier, this payment is being made with the condition that you will agree to complete a minimum 1 year of employment service with PwC AC Bangalore. If you voluntarily decide to leave the company before 1 year of service, you will be required to payback this amount in full and will be recovered from you at the time of final settlement.

Please note that this communication is personal and strictly confidential. You are expected not to share this with others.

Welcome once again and we are pleased to have you on board!

Yours sincerely,

Acknowledgement

**For PricewaterhouseCoopers
Service Delivery Center (Bangalore) Pvt. Ltd**

Director – Human Capital

PAVAN KUMAR V

Date:



11 July 2023

PAVAN KUMAR V

PRIVATE AND CONFIDENTIAL
Employment Offer Letter and Terms and Conditions of Employment

Dear **PAVAN KUMAR V**,

We are pleased to offer you employment with **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited (“Company” or “PwC AC Bangalore”)** in the position of **Associate** in our Bangalore office. Your work location will be **Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park**. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **13 September, 2023**, or such other date as may be communicated by us to you in writing. .

Remuneration Package:

1. Annual Compensation: You are being offered a Gross Salary of
Rs. **450,000/- Four Lakh Fifty Thousand Only.**

The details of gross salary are specified in Annexure 1 to this offer letter (“Offer Letter”).

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests. The details of the benefit programs are specified in Annexure 1 to this offer letter (“Offer Letter”).



Other Terms:

Please read the following terms and contact us with any questions that you may have.

1. Employment Agreement: Once you accept this offer, you will be required to sign an employment agreement (“**Employment Agreement**”), the format of which is attached to this Offer Letter. Your employment with the Company will be on the terms of this Offer Letter and the Employment Agreement until the end of your employment with the Company until the end of your employment with the Company.

2. Working Hours: You will be required to work, for such hours as are reasonably necessary to meet the Company’s requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company’s policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company’s requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company’s policies.

3. Promotion and Salary Review: You will be eligible to participate in the promotion and salary review process as per the policy of the Company.

4. Visa: If you do not have the right of abode, the right to land or the status of unconditional stay in India, an employment visa is required for your employment. The Company will assist you with obtaining the necessary documents for you and your family. Any continued employment is contingent upon the immigration authorities approving any renewal of the employment visa and will automatically be deemed to be terminated should such approval not be granted.

5. Taxation: Your remuneration and benefits have been stated gross of tax. You will be responsible for all Indian salaries tax on your remuneration, allowance and benefits, where applicable. In the event that you have sources of income or expense outside of your employment with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.

6. Travel, Assignments or Secondment:

a. **Within India:** You are required to work on any project to which you are assigned, unless there is good reason not to do so.

b. **Outside India:** While based in India you may be required to travel and stay to work on projects outside India, within and/or outside the Asia Pacific region.

7. Termination Notice:

(a) Your employment in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to obtain a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such



verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this Offer Letter and/or the Employment Agreement, your services are liable to be terminated forthwith without any notice or any further compensation from the day such discrepancies are identified.

(b) The Company may terminate your employment for any of the following conduct on your behalf effective immediately upon written notice to your address on the Company's records:

- (i) acts of fraud, dishonesty or misconduct involving moral turpitude;
- (ii) commission or conviction of any criminal offence;
- (iii) engagement in any activity that you know or should know could harm the business or reputation of the Company;
- (iv) material failure to adhere to the Company's corporate codes, policies or procedures;
- (v) continued failure to meet performance standards as determined by the Company over two consecutive performance review periods;
- (vi) a breach or threatened breach of any material provision of this Offer Letter or the Employment Agreement if it is not cured to the Company's satisfaction within a reasonable period after the Company provides you with notice to your address on the Company's records of the breach; provided that no notice and cure period will be required if the breach cannot be cured;
- (vii) violation of any statutory, contractual, or common law duty or obligation to the Company, including without limitation the duty of loyalty. In case of termination on account of any of the above reasons you will only be entitled to earned and unpaid gross salary and accrued leave (if any) through the effective termination date.

(c) The Company may also terminate your employment for reasons other than those specified above or for no reason, effective upon a prior written notice of at least sixty (60) days. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the net amount of gross salary you are entitled to in lieu for the remaining notice period less any deductions or withholdings, as required by law.

(d) You agree to provide the Company with a prior written notice of at least sixty (60) days of your resignation, which shall be effective at the end of the notice period unless agreed otherwise.

8. Return of Property: Upon termination of employment, you will be required to return all property (including but not limited to keys, records, notes, data, computer discs or tapes, memoranda, business cards, security passes and equipment) which is held in your possession, custody or under your control, belonging to or relating to business affairs of the Company.

9. Acknowledgement: You acknowledge that your joining the Company will not breach any agreement relating to employment or the provision of services to which you are or have been a party.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

We are excited about having you join us. On behalf of the PwC AC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact us on us_advisory_ac_india_hc_operations@pwc.com



Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Director – Human Capital

I, PAVAN KUMAR V(C000002243154), accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

Signature:
Date



Annexure 1

Private and confidential

Date: 11 July 2023

Name: PAVAN

KUMAR V

Designation: Associate

Salary Components - Annual (All figures in INR)

Basic Salary : 180,000

Flexible Benefit Package (FBP) : 248,400

Employer contribution of PF: 21,600

Gross Salary: 450,000/-

Note: **FBP** can be used for the following components:

1. Food Coupons
2. Leave Travel Allowance (LTA)
3. House Rent allowance (HRA)

The above are subject to applicable taxes as per the Indian Income tax guidelines.



Your Gross Salary consists of the following components:

- **Basic: 40% of Gross Salary (A)**
- **HRA: 40% of Basic for Bangalore, 50% of Basic for Mumbai (B)**
- **LTA: Part of FBP (You can allocate desired sum for LTA up to a maximum of FBP amount available for allocation) (C)**
- **Sodexo: INR 24000 (i.e.2000 per month) – Part of FBP (D)**
- **Provident Fund (PF): 12% of Basic (E)**
- **Special Allowance: Balancing Figure (Gross Salary minus all above components) (F)**
- **Gross Salary: A+B+C+D+E+F**

Benefits:

Specialist/Associate/Sr Associate:

- **Medical Insurance:** Coverage of Rs.7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 20,00,000/-

Manager/Sr Manager:

- **Medical Insurance:** Coverage of Rs.7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Director & above:

- **Medical Insurance:** Coverage of Rs.10 lacs per employee. family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Relocation Benefits: Applicable to employees relocating from other cities.



EMPLOYEE AGREEMENT/ASSOCIATE

This Agreement (“**Agreement**”) is between **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited (“Company” or “PwC AC Bangalore”)** and **PAVAN KUMAR V (“You” and all similar references)**.

1. Definitions

- (a) “**Cessation Date**” means the effective date of cessation of your employment with PwC AC Bangalore.
- (b) “**Cause**” means any of the following conduct by you:
- (i) Acts of fraud, dishonesty or misconduct involving moral turpitude;
 - (ii) Commission or conviction of any criminal offence;
 - (iii) Engagement in any activity that you know or should know could harm the business or reputation of PwC AC Bangalore;
 - (iv) Material failure to adhere to PwC AC Bangalore’s corporate codes, policies or procedures;
 - (v) Continued failure to meet the performance standards as determined by PwC AC Bangalore;
 - (vi) A breach of any provision or threatened breach of any material provision of this Agreement if the breach is not cured to PwC AC Bangalore’s satisfaction within a reasonable period after PwC AC Bangalore provides you with notice to your address on PwC AC Bangalore’s record of the breach provided that no notice and cure period will be required if the breach cannot be cured; and
 - (vii) Violation of any statutory, contractual, or common law duty or obligation to PwC AC Bangalore, including without limitation the duty of loyalty.
- (c) “**Offer Letter**” means the employment offer letter dated **11 July 2023** by which you were offered employment with PwC AC Bangalore and accepted by on **13 September, 2023**.

2. **Employment**

2.1 You accept employment on the terms of the Offer Letter and this Agreement along with its exhibits hereto until the end of your employment with PwC AC Bangalore in accordance with clause 6 of this Agreement.

2.2 Probation: Your first six (6) months of employment are on a trial basis and are considered a continuation of the employment selection process. During this probationary period, PwC AC Bangalore may terminate employment with 15 days’ notice in writing, with or without cause. Likewise, you may also terminate your employment with PwC AC Bangalore giving 15 days’ notice in writing, with or without cause. PwC AC Bangalore may decide to confirm your employment earlier than the 6 months’ period based on performance and the notice period will change to sixty (60) days as soon as the employment is



confirmed.

2.3 By signing this Agreement, you agree to:

(a) devote your professional time and effort to PwC AC Bangalore's business and to refrain from professional practice outside of the interests of PwC AC Bangalore or any of its subsidiaries;

(b) abide by all policies of PwC AC Bangalore, current and future, including the Equal Employment Opportunity policy attached as Exhibit A and the Anti-Harassment policy attached as Exhibit B to this Agreement;

(c) abide by the Confidentiality and Intellectual Property Agreement attached as Exhibit C to this Agreement; and

(d) abide by the terms of the Consent Form concerning personal data attached as Exhibit D to this Agreement.

2.4 You also confirm that you are not currently bound by any agreement that could prohibit or restrict you from being employed by PwC AC Bangalore or from performing any of your duties under this Agreement.

3. Compensation and Benefits

As of the commencement of your employment, PwC AC Bangalore will pay you a salary as specified in the Offer Letter, less required and authorized withholdings and deductions, payable in 12 equal monthly installments in accordance with PwC AC Bangalore's normal payroll practices.

4. Leave Entitlement

Your annual leave entitlement will be as provided in the Leave Policy of the Company as amended from time to time.

5. Covenants

While employed with PwC AC Bangalore, and for 6 months after your Cessation Date you shall not directly or through anyone else solicit, employ or retain any current employee of PwC AC Bangalore to perform Consulting Services. You agree that these obligations protect PwC AC Bangalore's legitimate interests without unreasonably restricting your ability to earn a living after leaving PwC AC Bangalore.

6. Termination and Resignation

(a) PwC AC Bangalore may terminate your employment on account of Cause effective immediately upon written notice to your address on PwC AC Bangalore's records.

You will only be entitled to earned and unpaid salary and salary for accrued leave (if any) until the effective termination date.

(b) PwC AC Bangalore may also terminate your employment for reasons other than Cause or for no reason, effective upon at least sixty (60) days written notice or payment of the salary you are entitled to in lieu less any required deductions or withholdings as required by law. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the salary you are entitled to in lieu for the remaining notice period less any required deductions or withholdings, as required by law.

(c) You agree to provide PwC AC Bangalore with prior notice of at least sixty (60) days of your



resignation, which shall be effective at the end of the notice period unless agreed otherwise. The company management has the discretion for any notice period waive-off based on the work obligations.

(d) In case of failure to serve the notice period, you will agree to pay equivalent gross salary in lieu of the notice period not served. The company has the discretion to adjust any unused vacation against notice period.

(e) PwC AC Bangalore may require you to utilize any accrued leave during the notice period.

7. Arbitration

(a) All disputes between you and PwC AC Bangalore shall be resolved by arbitration in Bangalore or any other mutually agreeable location in India. Arbitral disputes include without limitation employment, employment termination claims and claims by you for employment discrimination, harassment, retaliation and wrongful termination.

(b) Arbitration shall be conducted under the auspices of the Indian Council of Arbitration before a panel of three arbitrators, which shall consist of one person selected by each of the two sides to the dispute and the third person jointly selected by the other two arbitrators.

(c) The arbitration panel shall have no authority to modify this Agreement (except pursuant to clause 8 of this Agreement) or to award punitive or exemplary damages. PwC AC Bangalore may, without waiving its right to compel arbitration, seek injunctive or other provisional relief from a court of competent jurisdiction, to prevent any arbitration award from being rendered ineffectual, to protect PwC AC Bangalore's confidential information or intellectual property or for any other purpose in the interests of PwC AC Bangalore.

The courts at Bangalore or any court of competent jurisdiction in any other state will have jurisdiction over any proceeding relating to arbitration, and may enter judgment on any arbitration award rendered or grant judicial recognition of the award or an order of enforcement.

8. Entire Agreement

This Agreement and the Offer Letter forms the entire agreement between you and PwC AC regarding these matters and supersede any verbal and written agreements on such matters. In the event of a conflict between the main body of this Agreement or the Offer Letter and the Exhibits, the main body of the Agreement or the Offer Letter shall take precedence. This Agreement may be modified only by written agreement signed by you and the General Manager of PwC AC Bangalore or their designee, provided that the policies of the Company may be amended at any time for any or no reason with or without notice to the extent permitted by law.

Severability

(a) If any provision of this Agreement is held invalid or unenforceable for any reason, the invalidity shall not nullify the validity of the remaining provisions of this Agreement.

(b) If any provision of this Agreement is determined by a court or arbitration panel to be unenforceable by reason of being overly broad in duration, geographical coverage or scope or unenforceable for any other reason, such provision will be narrowed so that it will be enforced as much as permitted by law.



9. Waiver

Any party's waiver of the other party's breach of any provision of this Agreement shall not waive any other right or any future breaches of the same or any other provision.

10. Choice of Law

The Offer Letter and this Agreement shall be governed by laws of India. You and PwC AC Bangalore consent to the non-exclusive jurisdiction and venue of the courts in New Delhi and agree that any permitted lawsuit may be brought to such courts or any other court of competent jurisdiction as provided in clause 7 of this Agreement.

11. Assignment and Beneficiaries

This Agreement only benefits and is binding on the parties and their permitted assigns provided that you may not assign your rights or duties under this Agreement without the express prior written consent of the other parties. PwC AC Bangalore may assign any rights or duties that it has, in whole or in part, to its affiliates and subsidiaries without your consent.

12. Counterparts

For convenience of the parties, this Agreement may be executed in one or more counterparts, each of which shall be deemed an original for all purposes.

13. Survival

Clauses: 2, 5, 7 through 13 and Exhibits C and D shall survive any termination of this Agreement or your employment (including your resignation).

The parties to this Agreement state that they have read, understood and agree to be bound by this Agreement:

**For PricewaterhouseCoopers
Service Delivery Center (Bangalore) Pvt. Ltd**

Employee

Director – Human Capital

PAVAN KUMAR V

Dated:

Dated



EXHIBIT A

Equal Employment Opportunity

It is the policy of PwC AC Bangalore and its group of companies to provide equal employment opportunity for all applicants and employees. PwC AC Bangalore does not unlawfully discriminate on the basis of race, color, religion, sex, national origin, age, disability, or any other legally protected classification. PwC AC Bangalore also makes reasonable accommodations for disabled employees. An employee who believes he or she has a disability and requires an accommodation should inform their Human Resources Manager so that the employee's request can be evaluated. PwC AC Bangalore prohibits the harassment of any individual and further prohibits the harassment of any individual based on any of the aforementioned legally protected classifications. Unlawful discrimination or harassment shall not be tolerated by PwC AC Bangalore.

This policy applies to all areas of employment including, but not limited to, recruitment, recruitment advertising and/or other communications media, hiring, rates of pay and other compensation, benefits, overtime, promotions, transfers, demotions, training, layoffs, or terminations, recalls, disciplinary actions and all other terms, conditions, or privileges of employment.

PwC AC Bangalore, as required by law, will establish a written affirmative program to strive for best utilization of minorities, the disabled and women throughout our workforce. The results will be reviewed no less than annually and adjusted appropriately to meet stated goals. The coordinator of this program is the Director - HC at PwC AC Bangalore.

The coordinator will be responsible for ensuring the creation of the program with the inclusion of its multiple requirements, the development of an audit procedure to measure the effectiveness of the program and the facilitation of the annual status presentation to the executive management group.

Each employee is required to abide by this policy and assist with its enforcement. Violation of this policy will result in disciplinary action, up to and including termination of employment. If an employee believes that he/she has been the unlawfully discriminated against in an employment matter, please direct your concerns to the Director - HC the Equal Employment Opportunity coordinator for PwC AC Bangalore. A prompt and thorough investigation shall be conducted and a determination made as to the appropriate management response. Full cooperation by each employee asked to assist during an investigation is required and no reprisals shall result from the reporting or assisting in the investigation of, concerns related to this policy. Concerns or complaints of any retaliation should be directed to the Director - HC immediately.



EXHIBIT B

Anti-Harassment Policy

PwC AC Bangalore and its group of companies prohibits sexual or other unlawful harassment of its employees, vendors, clients or applicants, whether engaged in by company personnel, clients, customers, vendors, or others. This policy also prohibits employment actions that are based on an employee's submission to or rejection of unwelcome sexual advances or other behavior prohibited by this policy. This policy applies at PwC AC Bangalore facilities and at other locations where our employees conduct business or socialize, such as client sites or at company or client sponsored business and social functions including homes of the employees during a work from home setup and all employees are to adhere to this policy even in the course of online meetings, virtual socialization activities and/ or engaging in informal conversations during a work from home setup.

Sexual harassment is viewed as a form of employee conduct that undermines the integrity of the employment relationship. For the purposes of this policy, sexual harassment is defined as sexual behavior that is unwelcome, is personally offensive, and/or creates a hostile, intimidating or offensive work environment. PwC AC Bangalore will not tolerate sexual harassment by anyone — supervisors, employees, vendors, or clients.

Some examples of sexual harassment are:

- Unwelcome or unwanted sexual advances. This includes patting, pinching, brushing up against, hugging, cornering, kissing, or any other similar physical contact considered unwelcome by another individual.
- Requests or demands of sexual favors. This includes subtle or blatant expectations, pressures, or requests of any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequences concerning one's employment.
- Verbal abuse or kidding that is sex-oriented and considered unwelcome by another person. This includes comments about an individual's body or appearance (where such comments go beyond a mere compliment); off-color jokes that are clearly unwanted or considered offensive by others; or any other tasteless, sex-oriented comments, innuendoes, or offensive actions.
- Any sexually oriented conduct that would unreasonably interfere with another's work performance. This includes extending unwanted sexual attention to someone, which reduces personal productivity.
- Participation in fostering a work environment that is intimidating, hostile, or offensive because of unwelcome or unwanted sexually oriented conversation, suggestions, requests, demands, physical contacts, or attention.
- Possession in the workplace or display of sexually suggestive objects or pictures; emails, internet sites, or other correspondence with sexually suggestive content.



- Tangible employment decisions made because of or influenced by an individual's compliance with or refusal to comply with sexual demands.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

This policy also expressly prohibits behavior that harasses an employee or applicant on the basis of his or her race, color, creed, religion, age, gender, national origin, citizenship status, marital status, sexual orientation, disability, or other category protected by Central, State, or local law. Forms of such harassment can include physical, verbal and nonverbal behavior that harasses, disrupts, or interferes with an employee's work performance or in any way creates or contributes to an intimidating, hostile or offensive work environment. This behavior includes, by way of example only, epithets, slurs, off-color jokes, threats, or posters, cartoons, emails, or drawings that are insulting, degrading, derogatory or ridiculing of one based on his or her protected status.

Behavior prohibited by this policy often can occur without the knowledge of others and what one may regard as offensive, another may not. For the company to effectively implement this policy, all persons must respond to and report behavior that violates this policy. Cooperation in preventing this type of conduct is essential.

If you believe that you have been subjected to inappropriate sexual or other behavior, you should immediately tell the offender that his or her behavior is offensive and must cease. If such a direct approach is ineffective or impractical under the circumstances, you must report such behavior to one of the persons identified below. If you have reason to believe that another employee of the company has been subjected to or has engaged in behavior that violates this policy, you should also immediately inform one of the individuals identified below.

PwC AC Bangalore will investigate, promptly and thoroughly, any such complaint or report of inappropriate behavior. Complaints and investigations will be handled in a confidential manner consistent with the need to investigate and take corrective action.

Complaints should be directed to the following person:

Director – Human Capital - PwC AC Bangalore

In response to a meritorious complaint, PwC AC Bangalore will as necessary or appropriate, take disciplinary action against anyone found in violation of this policy, up to and including termination of employment.

Overall responsibility for PwC AC Bangalore's Equal Employment Opportunity and Sexual Harassment policy has been assigned to the Director - HC who is responsible for the implementation and enforcement of this policy.

Every employee may access this confidential system without fear of reprisal. This policy also prohibits retaliation against anyone who in good faith complains under this policy or participates in an investigation. Full cooperation by each employee asked to assist during any investigation pursuant to this



policy is required. Complaints of retaliation (actual, threatened or feared) also should be directed to one of the individuals identified above.

EXHIBIT C

Confidentiality and Intellectual Property Agreement

As a material part of the consideration for my employment by PwC Service Delivery Center – Bangalore Private Limited and the salary and other compensation that I shall receive during my employment, I acknowledge and agree that, by my signature on the document to which this Confidentiality and Intellectual Property Agreement (“CIPA”) is attached as an exhibit, I also agree to this CIPA's terms:

1.

(a) I will, both during my work for PwC AC Bangalore and thereafter, hold in confidence and not directly or indirectly reveal, report, publish, disclose, transfer or otherwise share or make any Proprietary Information (as defined below) accessible, to any person or entity, or utilize any Proprietary Information for any purpose, except in the course of my work for PwC AC Bangalore's sole benefit. In addition, I will not remove, reproduce, transmit, summarize or copy any Proprietary Information except as expressly required by PwC AC Bangalore to enable me to perform my duties. I understand that this Section 1 is effective as of the commencement of my employment with PwC AC Bangalore or the date I acquired knowledge of any Proprietary Information, whichever is earlier.

(b) I will not knowingly use for the benefit of, or disclose to any person employed by, PwC AC Bangalore confidential information of any of my former employers or of any other third party or otherwise knowingly infringe or misappropriate any proprietary right of any third party. I represent and warrant that no contract, agreement or other obligation between or among me and any third party will interfere in any manner with my complete performance of my duties to PwC AC Bangalore or with my compliance with the terms and conditions of this CIPA. Without limiting the foregoing, I (have / have not) signed an agreement with [•], a previous employer or other entity, relating to inventions and confidential information. I (can/cannot) furnish PwC AC Bangalore with a copy of said agreement.

(c) “**Proprietary Information**” as used in this CIPA means all information or material disclosed to or known to me as a consequence of my employment with PwC AC Bangalore or any affiliate of PwC AC Bangalore (“**affiliate**” includes without limitation, for purposes of this CIPA, subsidiaries and other related entities of PwC AC Bangalore), including, without limitation, third party information that PwC AC Bangalore treats as confidential and any information disclosed to or developed by me or embodied in or relating to works for hire. Proprietary Information includes, but is not limited to discoveries, ideas, inventions, concepts, software in various states of development and related documentation, designs, drawings, specifications, techniques, methodologies, models, data, source code, object code, documentation, diagrams, flow charts, research, development, processes, training materials, templates, procedures, “know-how,” tools, client identities, client accounts, web design needs, client advertising needs and history, client reports, client proposals, product information and reports, accounts, billing methods, pricing, data, sources of supply, business methods, production or merchandising systems or plans, marketing, sales and business strategies and plans, finances, operations, and information regarding employees and other similar information (whether or not reduced to writing). Notwithstanding the foregoing, information that is publicly known and is generally employed by the trade at or after the



time I first learn of such information (other than as a result of my breach of the CIPA), shall not be deemed part of the Proprietary Information.

2.

(a) All Works (as defined below) shall belong exclusively to PwC AC Bangalore and/or its affiliates, as the context may require whether or not fixed in a tangible medium of expression. Without limiting the foregoing, to the maximum extent permitted under applicable law, all Works shall be deemed to be “works made in the course of your employment with the PwC AC Bangalore” or “works made for hire”, under Section 17 of the Indian Copyright Act, 1957 (as amended from time to time) and PwC AC Bangalore shall be deemed to be the author thereof. If and to the extent any Works are determined not to constitute “works made for hire,” or if any rights in the Works do not accrue to PwC AC Bangalore as a work made for hire, I hereby irrevocably assign and transfer to PwC AC Bangalore to the maximum extent permitted by law all right, title and interest in the Works, including all copyrights (including moral rights), patents, trade secret rights, and other proprietary rights in or relating to the Works. To the extent my moral rights cannot be assigned, I hereby irrevocably and expressly waive them and agree not to assert any claims based on such rights against PwC AC Bangalore or its affiliates. Without limiting the foregoing, I hereby irrevocably assign and transfer to PwC AC Bangalore all economic rights to the Works, including the rights to reproduce, manufacture, use, adapt, modify, publish, distribute, sublicense, publicly perform and communicate, translate, lease, sell, offer for sale, import, export and otherwise exploit the Works. I shall have no right to exercise any rights to the Works. Without limiting the foregoing, I will not have the right to and will not reproduce, adapt, modify, publish, distribute, sublicense, publicly perform or communicate, translate, lease, import or otherwise exploit the Works, except as expressly authorized by PwC AC Bangalore in the scope of my employment. I expressly acknowledge and agree that I wish to remain anonymous and not to have my name or any pseudonym used in connection with the Works. I hereby approve any and all modifications, uses, publications and other exploitation of the Works that PwC AC Bangalore or any successor or transferee thereof may elect to make, and I expressly agree that no such modifications, uses, publications or exploitations will or may cause harm to my honor or reputation. I agree that no modification, use or publication of the Works by PwC AC Bangalore or any successor or transferee thereof will be deemed to constitute a distortion or mutilation of the Works. PwC AC Bangalore shall have the unrestricted right to transfer and convey any or all of PwC AC Bangalore’s rights in or relating to the Works to any person or entity.

(b) I understand that the CIPA is not intended and shall not be interpreted to assign to or invest in PwC AC Bangalore any of my rights in any inventions developed entirely on my own time without using PwC AC Bangalore’s equipment, supplies, facilities, resources, or trade secret information, except for those inventions that either relate at the time of conception or reduction to practice of the inventions to the business of PwC AC Bangalore or the actual or demonstrably anticipated research or development of PwC AC Bangalore, or result from any work that I performed for PwC AC Bangalore.

(c) I will keep and maintain adequate and current written records of all inventions, original works of authorship, trade secrets or other Works in which rights vest in or are assigned to PwC AC Bangalore hereunder. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by PwC AC Bangalore. The records will be available to and remain the sole property of PwC AC Bangalore at all times.



(d) I will provide any assistance reasonably requested by PwC AC Bangalore to protect its proprietary and intellectual property rights, including, to obtain Indian or foreign letters patent and copyright registrations covering inventions, original works of authorship and other Works belonging or assigned hereunder to PwC AC Bangalore. I will execute any transfers of ownership of letters patent or assignments of copyrights or other proprietary rights transferred or assigned hereunder (including short form assignments intended for recording with the Indian, U.S. or any other foreign copyright and patent authorities, or any other entity). I understand that my obligations under this Section shall survive any termination of this CIPA or of my employment in perpetuity, provided that PwC AC Bangalore will compensate me at a reasonable rate for time actually spent performing such obligations at PwC AC Bangalore's request after such termination. If PwC AC Bangalore is unable for any reason whatsoever, including my mental or physical incapacity, to secure my signature to apply for or to pursue any application for any United States or foreign letters patent or copyright registrations or on any document transferring or assigning any patent, copyright or other proprietary right that I am obligated hereunder to transfer or assign, I hereby irrevocably designate and appoint PwC AC Bangalore and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf and in my stead to execute and file any such applications and documents and to do all other lawfully permitted acts to further the application, registration, prosecution and issuance of letters patent or copyright registrations or transfers or assignments thereof or of any other proprietary rights with the same legal force and effect as if executed by me. This appointment is coupled with an interest in and to the inventions, works of authorship, trade secrets and other Works to which any proprietary rights may apply and shall survive my death or disability.

(e) **"Works"** means:

(i) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during my employment with PwC AC Bangalore (which term includes, for purposes of this entire definition, any affiliate of PwC AC Bangalore), or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and that relate to the business of PwC AC Bangalore or its actual or demonstrably anticipated research or development,

(ii) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during or after my employment with PwC AC Bangalore, or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and which are made through the use of any of PwC AC Bangalore's or any PwC AC Bangalore's predecessors' equipment, facilities, supplies, trade secrets or time, or which result from any work that I perform or performed for PwC AC Bangalore, and

(iii) any part or aspect of any of the foregoing.

(f) For purposes of Sections 2(a), (b), (c) and (d) of this CIPA, the term PwC AC Bangalore shall mean (i) PwC AC Bangalore for any period of time during which I am employed by PwC AC Bangalore and (ii) any affiliate of PwC AC Bangalore for any period of time during which I am employed by such affiliate.

3. I will return immediately to PwC AC Bangalore all property of PwC AC Bangalore and its affiliates (including without limitation all Proprietary Information, documents, notes and other work product) in my possession or control, including duplicates, when I leave my employment or whenever PwC AC Bangalore may otherwise require that such Proprietary Information and other property be returned.



4. I will comply, and do all things necessary to assist PwC AC Bangalore to comply, with the laws and regulations of all governments under which PwC AC Bangalore does business, and with the provisions of contracts between PwC AC Bangalore and any such government or its contractors, or between PwC AC Bangalore and any private contractors, that relate to intellectual property or to the safeguarding of information, including the signing of any confidentiality agreements required in connection with the performance of duties during my employment with PwC AC Bangalore.

5. I understand and agree that the provisions of this CIPA shall remain in full force and effect in accordance with their terms notwithstanding any termination of my employment with PwC AC Bangalore for any or no reason.

6. The CIPA constitutes the entire agreement between PwC AC Bangalore and me with respect to the subject matter hereof and supersedes all prior and/or contemporaneous understandings, agreements or communications, whether oral or written, on such subject matter, provided that the provisions of any other written agreement between PwC AC Bangalore and me shall remain in full force and effect in accordance with its terms.

7. The CIPA shall be governed by and construed and enforced in accordance with the laws of India.

8. The CIPA may not be amended or modified except by a written document signed by me and a duly authorized representative of PwC AC Bangalore. The waiver of any right hereunder shall not be binding unless set forth in writing signed by the waiving party, and shall not bar the exercise of any other right or of the same right on any other occasion.

9. The CIPA shall be binding upon and inure to the benefit of me, PwC AC Bangalore and its affiliates, successors and assigns, provided, however, that I understand that I may not assign my rights or delegate my obligations under this CIPA without the express prior written consent of PwC AC Bangalore. Without limiting the foregoing, the rights of PwC AC Bangalore hereunder may be assigned in whole or in part without my consent to any of PwC AC Bangalore's affiliates or to any other entity that, whether by merger or otherwise, acquires all or substantially all of the assets, business or stock of the office or branch in which I work.

10. If any provision of this CIPA is held invalid or unenforceable for any reason, the invalidity shall not affect the validity of the remaining provisions of this CIPA, and the parties shall substitute for the invalid provision a valid provision which most closely approximates the intent and economic effect of the invalid provision.

11. I acknowledge and understand that any breach by me of any of Sections 1, 2, 3 or 4 of this CIPA will cause PwC AC Bangalore and its affiliates to suffer irreparable harm for which damages are an inadequate remedy and are difficult to calculate. Accordingly, I agree that PwC AC Bangalore and its



affiliates will be entitled, without limiting any other available legal or equitable remedies, to injunctive relief (without the need to post any bond or other security) to enforce the terms of the CIPA in whole or in part and to prevent any breach or threatened breach of any of those Sections.

EXHIBIT D

Consent Form

I acknowledge and agree that PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited and its affiliates or related bodies corporate want to develop a global human resources database in support of PwC AC Bangalore’s legitimate business purposes.

These legitimate business purposes include, without limitation:

- (a) The submission of proposals to clients and potential clients of PwC AC Bangalore;
- (b) The compilation of directories;
- (c) The organization of security procedures;
- (d) The processing of worker compensation and insurance claim and the management of human resources.

I therefore understand and agree that PwC AC Bangalore hold, collect, receive, store, record, have access to, process and transfer personal information about myself (“**Personal Data**”), including, without limitation:

- (a) Identification data such as my name, home address, telephone and fax number, personal email address, date of birth, social security number, citizenship, ID and passport number and/or other employee identification number, marital status;
- (b) Employment data such as my salary, job title, resumes, applications, copies of school, college and university diplomas, background verification information, entitlement to stock options, employment references;
- (c) Financial information such as bank account numbers and tax related information; and
- (d) Other information necessary to PwC AC Bangalore’s legitimate business purposes, which I may voluntarily disclose in the course of my application and subsequent employment with PwC AC Bangalore.

I understand that, unless allowed or required by laws and/or regulations, PwC AC Bangalore does not, as a general rule, collect sensitive data, such as information about racial and ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, sexual orientation, health information, etc. However, if I have voluntarily in any way disclosed information of that nature to PwC AC Bangalore, I understand that PwC AC Bangalore may not be able or may be able only with disproportionate effort to delete this information from its database and I agree to the use, disclosure, processing and transfer, including cross-border transfer, of these information, even though it is possible that the recipient of such information may not be bound by similar obligations to protect such information.



I understand and agree that Personal Data are transferred:

- (a) Among PwC AC Bangalore affiliates for the purposes of, and in connection with, personnel administration, planning and management of my employment relationship with PwC AC Bangalore; and
- (b) To third parties assisting PwC AC Bangalore in the administration and management of my employment relationship with PwC AC Bangalore, including without limitation, payroll management companies, pension plan companies, health insurance companies or agencies, credit card companies, background verification providers and others that have entered into vendor program agreements with PwC AC Bangalore for the provision of their services to PwC AC Bangalore and its employees.

I also understand and agree that PwC AC Bangalore hold, collect, receive, store, have access to, use, disclose, process, and transfer Personal Data for purposes of its legitimate business interests and may do so even after my departure from PwC AC Bangalore either for a reasonable period of time to allow me to join the PwC AC Bangalore Alumni Network or for the applicable statutory period.

I understand that the companies transferring my Personal Data and the recipients of my Personal Data, both PwC AC Bangalore affiliates and third parties, may be located in any country including any country outside of the India or my country of origin and/or residence.

I hereby consent to the collection, reception, possession, use, processing and transfer by PwC AC Bangalore of my Personal Data, in electronic or any other form, including transborder transfer of Personal Data, for the purposes and to parties described above.

I understand that I am responsible to, and may, at any time, review certain of my Personal Data, by accessing PwC AC Bangalore's web page and make any necessary amendments to it to ensure that my Personal Data is up to date, and that PwC AC Bangalore may not be held liable for any damages incurred by me as a result of PwC AC Bangalore's use, processing and transfer of inaccurate Personal Data provided by me.

I hereby consent to having modifications to my Personal Data done in electronic format rather than in writing. If, however, wherever this option is available to me, I choose to send any requests for modifications of my Personal Data to PwC AC Bangalore other than in the electronic format, I acknowledge and agree that delays can occur in the processing by PwC AC Bangalore of this written request for modification and that additional PwC AC Bangalore employees and/or agents may have to access certain of my Personal Data for that purpose.

I agree to promptly notify PwC AC Bangalore in writing of any change in my Personal Data or any unauthorized use or unauthorized disclosure of my Personal Data.

I understand that I may, at any time, withdraw the consents hereby given to the processing by PwC AC Bangalore and/or its agents of my Personal Data by notifying PwC AC Bangalore in writing of such withdrawal. As a result of my consent withdrawal, in certain cases, I may no longer be eligible for certain benefits, including employment and/or employment benefits and services currently provided to me by PwC AC Bangalore and/or the third parties selected by PwC AC Bangalore to render such services to the extent the Personal Data affected by my consent withdrawal was necessary to process my benefits.



I agree to abide by all policies of PwC AC Bangalore, including the Protection of Personal Data Policy as this Policy can be modified from time to time at PwC AC Bangalore's sole discretion.



APPOINTMENT LETTER

January 20, 2023

Dear PAVAN P H,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Pankaj Ramachandra Gurav, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: PAVAN P H

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI**Variable Pay - A BRIEF OVERVIEW****Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature Vinodh U 20/1/2023 3:55 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

23159523



01/17/2023 18:05:26

HP PPS Services India Private Limited

2nd Floor, 24 Salapura Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

Premalatha V,

5AC, 959, 1st block, Hennur Road, Horamavu, Babusapalya, ORR, Bangalore, Karnataka- 560043

Dear

Premalatha,

We are pleased to inform you that you have been selected for training with {HP PPS Services India Private Limited ("HP" or the "Company")} from 10/03/2023 to 29/07/2023 for a period of 5 Months under the guidance and supervision of Shruthi M S. Your location would be BGC01 - Bangalore, IN-Salarpuria GR Tech Park (BGC01).

1. During the tenure of the project, you will be paid a stipend of Rs 20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated hereinabove. After successful completion of Internship you will be converted as Full time employee with 4 LPA.
2. It is clearly understood that you are not in any manner providing any service to HP and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HP, copy, duplicate, decompile or translate any intellectual property of HP without appropriate authorization. You shall not take out any intellectual property belonging to HP, outside the work place or HP's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HP appropriately, in the event you cause any loss or damage to any property that is owned or leased by HP, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.



12. This offer of appointment is conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP.

We look forward to having you join us and wish you a fruitful training with us.

To accept the offer of employment and agree to the above, please E-sign by providing your full name and unique identifier.

With Best Regards,

Sd/-

Binu Mathew
Country Director Human Resources

* This is an electronically generated letter and hence does not require a signature

ACCEPTANCE

I accept the above referred general terms and conditions of the company.

Signature:

Name : Premalatha

Place : Bangalore

HP Employee Letter of Assurance Agreement Form

U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for HP Inc. (HP) I may, directly or indirectly, receive or access software and/or technical data which HP has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.



July 11, 2023

Raghunandan k

Dear Raghunandan k,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Associate Technical Support Engineer**. In this capacity you will be reporting to **Shirin Sasidharan**. This offer is subject to your acceptance of the following terms and conditions:

Annual Base Salary: You will receive an Annual Base Salary of **INR 790,104** as set out in Annexure A hereof payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

In addition to the Annual Base Salary, the company will provide you with additional compensation and benefits components as set out in **Annexure A** to this letter ("Compensation Package")

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **12%** of your eligible base pay. The bonus payment you receive will depend on VMware's achievement of its corporate goals and your individual performance, as determined by management. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period. You must be employed on the bonus payment date to be eligible for a bonus payment. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

The base salary and On Target Earnings (if you are on a sales commission plan) provided in this offer letter is dependent upon your work location where you will perform your job duties as described in your Employment Contract. If you request to change your primary work location, you must first receive VMware approval in accordance with company policies. If you receive approval and relocate to another location, then your compensation and benefit arrangements will be re-evaluated and subject to change in accordance with VMware policies and applicable law.

Joining Bonus: A one-time sign-on bonus of **INR 75,000** less legal deductions will be paid within 45 days of your date of hire. If you terminate employment within your first year, you will be responsible for the reimbursement of the total amount of this bonus.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.

Site of Employment: The initial place of posting will be **Bangalore, India**. However, the company may, in its business interests, transfer you to any of its other offices in India or overseas, on such terms and conditions as are applicable as on the date of transfer.



You may also be deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time, on such terms and conditions that are not less favorable than as contained in this offer letter.

You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Hours of work: You will be required to work, from Monday to Friday, for not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing your duties competently, without extra remuneration. Should your position in the Company fall within a 24/7 operation, you will be required to work non-standard shifts including nights, weekends and/or statutory holidays, or alternate work arrangements, as determined by the Company. You may also be required to participate in an on-call rotation and carry an appropriate communication device for the same from time to time. Any change in work arrangement will be communicated at a later date as applicable.

Probation Periods: You will be required to serve a probationary period of six (6) months which period may, at the sole discretion of the Company, be extended for such further periods as the Company may consider fit. Your employment may be terminated at any time during the probationary period by either party by giving thirty (30) days written notice to the other party. The Company may, however, elect to pay you your salary in lieu of part or all of the notice period.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company. Further, we have taken note that you are not bound by any competitive clauses by your current employer that would impact your availability and your ability to fully perform your obligations under your employment contract with the Company from the first day of employment.

Terms of Termination: After the conclusion of the probationary period, your employment may be terminated by either party at any time by giving thirty (30) days written notice to the other party. The Company may elect to pay you your salary in lieu of part or all of the notice period.

Your employment may, however, be terminated immediately and without notice at any time if you engage in serious misconduct, willfully or materially breach this agreement or are charged with any criminal offence which in the reasonable opinion of the Company brings the Company or any of its customers, partners or related entities into disrepute.

Effect of Termination: Upon expiry of this agreement pursuant to sections on Termination and Probation, you shall not be entitled to any compensation (other than salary for the days worked), severance pay, or indemnity whatsoever.



Policies and Procedures: You must comply with any policies and procedures (as amended from time to time) of the Company. Your employment is subject to the policies and rules of the Company as amended from time to time.

Entire Agreement: This Agreement, along with the VMware Offer Annex, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

E-Signature – Validity and Counterparts: Both You and the Company agree that the electronic (digital and/or encrypted) signatures of either party included in this Agreement is intended to authenticate their due consent to this agreement (including its annexures and exhibits) in writing and to have the same force and effect as original signatures by hand and accordingly, this Agreement may be executed by electronic signature and shall be considered as an original signature by hand for all purposes. Delivery of a copy of this Agreement (including its annexures and exhibits) or any other document contemplated hereby bearing an original or electronic signature by facsimile transmission or by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature. Without limitation, “electronic signature” shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

Conditions: The present agreement shall be interpreted and given effect exclusively in accordance with the laws of India. The parties agree to submit to the jurisdiction of the court of law in India, with respect to the adjudication of any dispute arising hereunder.

This offer of employment and your commencement and continuation of employment with VMware is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with VMware in India; and
- (b) VMware’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history. Any false information provided by you or at your request at any stage of the hiring process may result in revocation of this offer of employment or immediate termination of your employment with no payment in lieu of notice or any other compensation to you, as applicable.

Please note that as a subsidiary of a US technology company, VMware is subject to certain restrictions on hiring nationals of the following countries: North Korea, Syria, Libya, Iran, Sudan, and Cuba. If you are a national of one of these countries, as a condition of this offer of employment, you are required to immediately notify the HR Shared Services Team at apachrss@vmware.com to enable them to determine if any such restrictions apply and their impact on your potential employment with VMware.

We are pleased to have you as a member of the Company and we look forward to working with you. We hope you will find VMware a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter along with the signed VMware Confidentiality Information and Inventions Assignment Agreement and your proposed start date as confirmation of your acceptance of the terms set out within these documents. This offer expires 7 days from the date of this letter. If you do not accept or start by the required date, VMware reserves the right to withdraw this offer of employment.



Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Department.

Best Regards

A handwritten signature in black ink that reads "Teena Gomes". The signature is written in a cursive style with a horizontal line underneath the name.

Teena Gomes,
Director, Regional HR Services



Annexure A Compensation and Benefits

Name: Raghunandan k
Position: Associate Technical Support Engineer

PARTICULARS - AMT in INR (Per Annum)

- (i) ANNUAL BASIC SALARY: 395,052
- (ii) FLEXI BENEFIT PLAN: 395,052
- (iii) BASE SALARY (i)+(ii): 790,104
- (iv) TARGET BONUS (12%): 94,812
- (v) ON-TARGET EARNINGS (iii) + (iv): 884,916

Gratuity: You are entitled to a gratuity payment as per the provisions of the Payment of Gratuity Act, 1972 and any applicable Company policy.

Provident Fund: You will be required to subscribe to the applicable provident fund scheme. The Company will contribute towards the Provident Fund as required and published by the Indian Government from time to time.

Domiciliary Medical: This will be paid on a monthly basis and will be subject to exemptions available under the Income Tax Act and the respective schemes as published by the Indian Government from time to time.

Group MediClaim Insurance: All employees are covered under group MediClaim insurance, as per the Company policy. Under current policy, employee and dependents are covered up to INR 500,000 per year on a family (1+5) floater basis. The term family includes employee, spouse, children (up to 2 children) and parents.

An additional coverage of INR 200,000, INR 300,000, INR 500,000, INR 1,000,000 and INR 1,500,000 over and above the INR 500,000 per year coverage is available. The benefits of the policy are the same as the existing policy. The cost of incremental coverage will be borne by the employee.

Medical insurance cover for employee and dependents as declared at the time of joining by employee will be effected by default from the date of joining the Company. To facilitate prompt enrollment, employees are required to provide all information necessary for the insurance policy immediately on joining.

Mid-term inclusion and insurance coverage for newly married spouse and newborn infant is allowed. To facilitate prompt enrollment, employees are required to provide/update all necessary information with insurance company within 30 days of the event (marriage/ childbirth).

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Group Term Life Insurance: All employees are covered under group term life insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The term insurance cover for employees is covered from date of joining the Company.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.



Group Personal Accident Insurance: All employees are covered under group personal accident insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The personal accident insurance cover for employees is covered from the date of joining the Company. The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Employee Deposit Linked Insurance(EDLI): All employees are covered under EDLI, as per “The Employees’ Deposit-Linked Insurance Scheme, 1976” under the EPFO Act. This amount is subject to any changes published by the Indian Government from time to time.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

For detailed information, please refer to policies on the VMware intranet. Company benefits and policies are subject to withdrawal, change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.

**ACCEPTANCE**

I have read, understood and accept the terms and conditions of the above Offer Letter including the compensation package relating to my services and employment with VMware Software India Private Limited.

{{Sig_es_ :signer1:signature _____ }}
Employee Signature

{{Date1_es_ :signer1:date:format(date,"mmm dd, yyyy")}}
Date

{{*N_es_ :signer1:fullname _____ }}
Employee Name

{{*TentativeStartDate5_es_ :signer1:isdate(format="mmm dd, yyyy")}}
Tentative Start Date

Instructions:

1. Electronically sign and date this letter.
 - a. VMware India Confidential Information and Inventions Assignment Agreement
 - b. VMware India Securities Policy
 - c. VMware India Data Privacy Authorization for New Hires
 - d. VMware India Anti-Harassment Policy
 - e. VMware New Hire Privacy Agreement
 - f. Global Respectful Workplace Policy
 - g. VMware Business Conduct Guidelines and Receipt and Acknowledgement



July 11, 2023

Dear Raghunandan k

Additional Employment Terms– Future of Work For A Flexible Worker

As you are aware, VMware, Inc. and VMware Group Companies (as defined in the Employment Agreement, or if this term is undefined, VMware Group Companies means any subsidiary, holding company or parent company of VMware, Inc. or any subsidiary thereof or company within the VMware group of companies) (collectively referred to in this Letter as 'VMware') are seeking to implement its distributed working philosophy globally. As a result, VMware Software India Private Limited (the "Company" or "we" or "us") is proposing to make certain changes to the terms of your employment to reflect the fact that following the commencement of your employment with us, you will be designated as a **Flexible** worker, as set out in this contract variation letter ('Letter'):

1. Introduction

1.1 You are employed by the Company pursuant to the employment agreement which accompanies this Letter (the "Employment Agreement").

1.2 The terms set forth in this Letter:

1.2.1 Will apply to your employment with the Company and any terms relating to the matters contained within this Letter in the Employment Agreement will be varied accordingly to the extent provided for in this Letter;

1.2.2 Shall be read in conjunction with VMware's Global Distributed Work Policy (the 'Policy'), which is non-contractual and subject to amendment or withdrawal at VMware's sole discretion. The Policy sets out additional information in relation to **Flexible** working (as defined in section 1.1 of the Policy) that is imperative to the conduct of your role. You agree that you have read, understood and will comply with the terms of the Policy and you understand that failure to do so may result in disciplinary action being taken in respect of your employment including, but not limited to, termination of employment; and

1.2.3 Are subject always to any extenuating circumstances outside of the Company's control which necessitate alternative working arrangements, including Government and Authority requirements, guidance or directions.

1.3 For the avoidance of doubt, in the event of any conflict between the Employment Agreement and the terms in this Letter, the terms in this Letter, to the extent that they vary the terms in the Employment Agreement, shall prevail.

2. Scope

2.1 For the purposes of the Policy, you will be designated as a **Flexible** employee.

2.2 The terms of this Letter will be effective from the commencement date set out in your Employment Agreement and until amended or terminated in accordance with clause 9 of this Letter or as otherwise agreed in writing between you and the Company.



3. Place of Work

3.1 In accordance with the Policy, you will be assigned to the **Bangalore, India** site ("Assigned Site") and shall be required to work from this site on days/times as designated by the Company from time to time. The Assigned Site will be recorded as your "Work Contact Information" in Workday. The Company reserves the right to vary the Assigned Site on a temporary or permanent basis.

For working time outside of that which is performed at your Assigned Site, you will work from any suitable location for the proper performance of your duties. You shall communicate the primary location of any such work to the Company, currently via Workday as your "Home Contact Information " address. You are required to keep the primary location of your work in Workday up to date.

You may be required from time to time to visit and work at such other locations, including VMware sites, and for such times as the Company and/or your manager considers necessary for the proper performance of your duties. You understand and agree that you will be required to attend a VMware premises as and when business needs dictate such attendance.

3.2 The location where you perform your duties is required to be in **Bangalore** unless an alternative arrangement is specifically agreed in writing with the Company.

3.3 You are required to inform the Company as soon as possible if you plan to change your primary residence and you understand and agree that it is your responsibility to keep the Company updated in respect of your primary residence. You understand and agree that any failure to promptly disclose a change in your primary residence could result in disciplinary action including, but not limited to, termination of your employment. Where you plan to change your primary residence for any reason you are required to request prior approval for the continuation of the **Flexible** arrangement, or to seek an alternative working arrangement, in advance of you moving to the new primary residence. In such circumstances, the Company reserves the right to determine that the existing **Flexible** arrangement is consequently no longer appropriate, or to decline your proposed alternative arrangement, and require you to change to a working arrangement that is suitable to business needs and end your **Flexible** arrangement. You may be asked to sign a new document setting out any revisions to your existing arrangement.

3.4 You confirm that you are not in breach of any covenant or agreement when working from your primary residence. You confirm that where relevant, you have obtained all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.

3.5 If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

4. Hours of Work

4.1 Your normal hours of work are set out in your Employment Agreement. You may be required to work such additional hours as may be necessary for the proper performance of your duties without extra remuneration.

4.2 Where applicable, you are required to accurately record and report all hours worked in the normal way and in accordance with your Employment Agreement, the Company's and VMware's policies, and/or legal requirement.



4.3 You are responsible for regulating your own working time and taking necessary breaks as required by law. If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

5. Salary

5.1 You acknowledge and agree that your pay may vary in accordance with the terms of VMware's Compensation and Mobility Policy for Employee Requested Moves and any other relevant VMware or Company policy relating to pay zones (as in force and amended from time to time in VMware's sole discretion, "Pay Zone Policies"). As such, the Company reserves the right to adjust your pay in future in accordance with the Pay Zone Policies and applicable local law.

6. Confidentiality, Data Protection and Intellectual Property

6.1 All existing Confidentiality, Data Protection, Data Security and Intellectual Property obligations that you owe to the Company and VMware and where contained in the Employment Agreement or otherwise (including, but not limited to, in the Global Data Privacy Policy and the Acceptable Use Policy) remain unaffected by this Letter and are re-iterated in their entirety. You must read these policies and ensure that you comply with them in carrying out your work.

6.2 You are reminded of your obligation to notify the Information Security Operations Center (SOC@vmware.com) immediately upon becoming aware of a data breach.

7. Health and Safety

7.1 You agree to comply with all applicable health and safety laws as well as guidelines, instructions and/or policies which the Company or VMware may give to you from time to time (including the applicable terms of the Policy) and to complete without delay all health and safety risk assessments/questionnaires and/or trainings that the Company may send to you from time to time. Subject to applicable law, you are expected to take ownership of your safety and are encouraged and empowered to report any health and safety concerns to the Health & Safety Team (health_safety@vmware.com) or your manager.

8. Policies

8.1 You agree to continue to comply with all non-contractual Company and VMware policies, including (but not limited to) the Policy, Respectful Workplace Policy, Global Data Privacy Policy, Acceptable Use Policy, Compensation and Mobility Policy, Global Business Conduct Guidelines, Information Security Policies, and any other policies extended to you in your Employment Agreement or otherwise made available to you by the Company or VMware, all from time to time in force and which are available from the VMware Source Page. You must read these policies and ensure that you comply with them in carrying out your work. You understand and agree that any failure to comply with such policies could result in disciplinary action including, but not limited to, termination of your employment.



9. Termination of Flexible working

9.1 If at any time the Company, in its reasonable judgement, considers **Flexible** working arrangements to be unsatisfactory or the requirements of your work change such that **Flexible** working is no longer appropriate, in light of the Company's business needs, the Company may at its reasonable discretion give you reasonable notice, or may immediately in exceptional business circumstances, terminate and/or change your **Flexible** working arrangement to a different work arrangement, to a reasonable extent as business needs may justify.

9.2 On reasonable notice, you may request to change your current arrangement as a **Flexible** worker to a different work arrangement and to end **Flexible** working subject to Company approval, which shall be exercised reasonably and in accordance with business resources at the applicable time and the Company's policies. The Company may, at its sole discretion, consider your request however the Company shall not be under an obligation to change or end your **Flexible** working arrangement based on your request.

10. Monitoring

10.1 Subject to applicable law, the Company reserves the right to monitor your working time and the use of Company and VMware information and information systems in accordance with the VMware Acceptable Use Policy.

11. Right to Enter

11.1 You consent to the Company's representatives, at reasonable times and on reasonable notice, entering your primary residence to:

- 11.1.1 install, inspect, replace, repair, maintain or service Company property during your employment;
- 11.1.2 carry out health and safety risk assessments of Company property and your workstation during your employment; and
- 11.1.3 recover Company property on or after termination of your employment.

12. Miscellaneous

12.1 The changes to the Employment Agreement as set out above will be permanent changes to your terms and conditions of employment. You will have no right to revert back to your previous working pattern unless permitted by the Company in accordance with clause 9.2 above.

12.2 You agree to immediately return any property belonging to the Company or VMware on termination of your employment (howsoever arising) and the Company reserves its right, where permitted by applicable law, to deduct from your salary, or any other sums owed to you, any equivalent monies owed to the Company or VMware for failure to return any such property.

12.3 Unless explicitly varied by the terms of this Letter, all other terms and conditions set forth in the Employment Agreement will remain valid and unaffected by these changes.



12.4 This Letter and your Employment Agreement (and any amendments or documents referred to in it) constitutes the entire agreement between you and the Company and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between you and the Company, whether written or oral, relating to its subject matter.

If you agree to these changes to your Employment Agreement, please indicate your acceptance by e-signing this document along with the offer Letter.

If you have any questions, please contact apachr@vmware.com.

Yours sincerely,

A handwritten signature in black ink that reads "Teena Gomes".

Teena Gomes
Director, Regional HR Services

For and on behalf of the Company

I agree that my Employment Agreement shall be varied by the revised terms and conditions set out in this Letter.

Signature: {{ Sig_es_:signer1:signature }}
Employee Printed Name: Raghunandan k

Date: {{ Date_es_:signer1:date }}



July 11, 2023

Rahul R

Dear Rahul R,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Associate Technical Support Engineer**. In this capacity you will be reporting to **Shirin Sasidharan**. This offer is subject to your acceptance of the following terms and conditions:

Annual Base Salary: You will receive an Annual Base Salary of **INR 790,104** as set out in Annexure A hereof payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

In addition to the Annual Base Salary, the company will provide you with additional compensation and benefits components as set out in **Annexure A** to this letter ("Compensation Package")

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **12%** of your eligible base pay. The bonus payment you receive will depend on VMware's achievement of its corporate goals and your individual performance, as determined by management. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period. You must be employed on the bonus payment date to be eligible for a bonus payment. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

The base salary and On Target Earnings (if you are on a sales commission plan) provided in this offer letter is dependent upon your work location where you will perform your job duties as described in your Employment Contract. If you request to change your primary work location, you must first receive VMware approval in accordance with company policies. If you receive approval and relocate to another location, then your compensation and benefit arrangements will be re-evaluated and subject to change in accordance with VMware policies and applicable law.

Joining Bonus: A one-time sign-on bonus of **INR 75,000** less legal deductions will be paid within 45 days of your date of hire. If you terminate employment within your first year, you will be responsible for the reimbursement of the total amount of this bonus.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.

Site of Employment: The initial place of posting will be **Bangalore, India**. However, the company may, in its business interests, transfer you to any of its other offices in India or overseas, on such terms and conditions as are applicable as on the date of transfer.

Private - Protected

VMware Software India Private Limited

Kalyani Vista, Sy. No. 165/1 & 165/17, Doraisanipalya, 4th Phase, JP Nagar, Bengaluru - 560076, India

Phone: +91-80-4044 0000 fax: +91-80-4044 0096 Web: www.vmware.com



You may also be deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time, on such terms and conditions that are not less favorable than as contained in this offer letter.

You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Hours of work: You will be required to work, from Monday to Friday, for not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing your duties competently, without extra remuneration. Should your position in the Company fall within a 24/7 operation, you will be required to work non-standard shifts including nights, weekends and/or statutory holidays, or alternate work arrangements, as determined by the Company. You may also be required to participate in an on-call rotation and carry an appropriate communication device for the same from time to time. Any change in work arrangement will be communicated at a later date as applicable.

Probation Periods: You will be required to serve a probationary period of six (6) months which period may, at the sole discretion of the Company, be extended for such further periods as the Company may consider fit. Your employment may be terminated at any time during the probationary period by either party by giving thirty (30) days written notice to the other party. The Company may, however, elect to pay you your salary in lieu of part or all of the notice period.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company. Further, we have taken note that you are not bound by any competitive clauses by your current employer that would impact your availability and your ability to fully perform your obligations under your employment contract with the Company from the first day of employment.

Terms of Termination: After the conclusion of the probationary period, your employment may be terminated by either party at any time by giving thirty (30) days written notice to the other party. The Company may elect to pay you your salary in lieu of part or all of the notice period.

Your employment may, however, be terminated immediately and without notice at any time if you engage in serious misconduct, willfully or materially breach this agreement or are charged with any criminal offence which in the reasonable opinion of the Company brings the Company or any of its customers, partners or related entities into disrepute.

Effect of Termination: Upon expiry of this agreement pursuant to sections on Termination and Probation, you shall not be entitled to any compensation (other than salary for the days worked), severance pay, or indemnity whatsoever.



Policies and Procedures: You must comply with any policies and procedures (as amended from time to time) of the Company. Your employment is subject to the policies and rules of the Company as amended from time to time.

Entire Agreement: This Agreement, along with the VMware Offer Annex, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

E-Signature – Validity and Counterparts: Both You and the Company agree that the electronic (digital and/or encrypted) signatures of either party included in this Agreement is intended to authenticate their due consent to this agreement (including its annexures and exhibits) in writing and to have the same force and effect as original signatures by hand and accordingly, this Agreement may be executed by electronic signature and shall be considered as an original signature by hand for all purposes. Delivery of a copy of this Agreement (including its annexures and exhibits) or any other document contemplated hereby bearing an original or electronic signature by facsimile transmission or by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature. Without limitation, “electronic signature” shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

Conditions: The present agreement shall be interpreted and given effect exclusively in accordance with the laws of India. The parties agree to submit to the jurisdiction of the court of law in India, with respect to the adjudication of any dispute arising hereunder.

This offer of employment and your commencement and continuation of employment with VMware is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with VMware in India; and
- (b) VMware’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history. Any false information provided by you or at your request at any stage of the hiring process may result in revocation of this offer of employment or immediate termination of your employment with no payment in lieu of notice or any other compensation to you, as applicable.

Please note that as a subsidiary of a US technology company, VMware is subject to certain restrictions on hiring nationals of the following countries: North Korea, Syria, Libya, Iran, Sudan, and Cuba. If you are a national of one of these countries, as a condition of this offer of employment, you are required to immediately notify the HR Shared Services Team at apachrss@vmware.com to enable them to determine if any such restrictions apply and their impact on your potential employment with VMware.

We are pleased to have you as a member of the Company and we look forward to working with you. We hope you will find VMware a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter along with the signed VMware Confidentiality Information and Inventions Assignment Agreement and your proposed start date as confirmation of your acceptance of the terms set out within these documents. This offer expires 7 days from the date of this letter. If you do not accept or start by the required date, VMware reserves the right to withdraw this offer of employment.



Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Department.

Best Regards

A handwritten signature in black ink that reads "Teena Gomes". The signature is written in a cursive style with a horizontal line underneath the name.

Teena Gomes,
Director, Regional HR Services



Annexure A Compensation and Benefits

Name: Rahul R
Position: Associate Technical Support Engineer

PARTICULARS - AMT in INR (Per Annum)

- (i) ANNUAL BASIC SALARY: 395,052
- (ii) FLEXI BENEFIT PLAN: 395,052
- (iii) BASE SALARY (i)+(ii): 790,104
- (iv) TARGET BONUS (12%): 94,812
- (v) ON-TARGET EARNINGS (iii) + (iv): 884,916

Gratuity: You are entitled to a gratuity payment as per the provisions of the Payment of Gratuity Act, 1972 and any applicable Company policy.

Provident Fund: You will be required to subscribe to the applicable provident fund scheme. The Company will contribute towards the Provident Fund as required and published by the Indian Government from time to time.

Domiciliary Medical: This will be paid on a monthly basis and will be subject to exemptions available under the Income Tax Act and the respective schemes as published by the Indian Government from time to time.

Group MediClaim Insurance: All employees are covered under group MediClaim insurance, as per the Company policy. Under current policy, employee and dependents are covered up to INR 500,000 per year on a family (1+5) floater basis. The term family includes employee, spouse, children (up to 2 children) and parents.

An additional coverage of INR 200,000, INR 300,000, INR 500,000, INR 1,000,000 and INR 1,500,000 over and above the INR 500,000 per year coverage is available. The benefits of the policy are the same as the existing policy. The cost of incremental coverage will be borne by the employee.

Medical insurance cover for employee and dependents as declared at the time of joining by employee will be effected by default from the date of joining the Company. To facilitate prompt enrollment, employees are required to provide all information necessary for the insurance policy immediately on joining.

Mid-term inclusion and insurance coverage for newly married spouse and newborn infant is allowed. To facilitate prompt enrollment, employees are required to provide/update all necessary information with insurance company within 30 days of the event (marriage/ childbirth).

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Group Term Life Insurance: All employees are covered under group term life insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The term insurance cover for employees is covered from date of joining the Company.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.



Group Personal Accident Insurance: All employees are covered under group personal accident insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The personal accident insurance cover for employees is covered from the date of joining the Company. The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Employee Deposit Linked Insurance(EDLI): All employees are covered under EDLI, as per “The Employees’ Deposit-Linked Insurance Scheme, 1976” under the EPFO Act. This amount is subject to any changes published by the Indian Government from time to time.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

For detailed information, please refer to policies on the VMware intranet. Company benefits and policies are subject to withdrawal, change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.

**ACCEPTANCE**

I have read, understood and accept the terms and conditions of the above Offer Letter including the compensation package relating to my services and employment with VMware Software India Private Limited.

{{Sig_es_ :signer1:signature _____ }}
Employee Signature

{{Date1_es_ :signer1:date:format(date,"mmm dd, yyyy")}}
Date

{{*N_es_ :signer1:fullname _____ }}
Employee Name

{{*TentativeStartDate5_es_ :signer1:isdate(format="mmm dd, yyyy")}}
Tentative Start Date

Instructions:

1. Electronically sign and date this letter.
 - a. VMware India Confidential Information and Inventions Assignment Agreement
 - b. VMware India Securities Policy
 - c. VMware India Data Privacy Authorization for New Hires
 - d. VMware India Anti-Harassment Policy
 - e. VMware New Hire Privacy Agreement
 - f. Global Respectful Workplace Policy
 - g. VMware Business Conduct Guidelines and Receipt and Acknowledgement



July 11, 2023

Dear Rahul R

Additional Employment Terms– Future of Work For A Flexible Worker

As you are aware, VMware, Inc. and VMware Group Companies (as defined in the Employment Agreement, or if this term is undefined, VMware Group Companies means any subsidiary, holding company or parent company of VMware, Inc. or any subsidiary thereof or company within the VMware group of companies) (collectively referred to in this Letter as 'VMware') are seeking to implement its distributed working philosophy globally. As a result, VMware Software India Private Limited (the "Company" or "we" or "us") is proposing to make certain changes to the terms of your employment to reflect the fact that following the commencement of your employment with us, you will be designated as a **Flexible** worker, as set out in this contract variation letter ('Letter'):

1. Introduction

1.1 You are employed by the Company pursuant to the employment agreement which accompanies this Letter (the "Employment Agreement").

1.2 The terms set forth in this Letter:

1.2.1 Will apply to your employment with the Company and any terms relating to the matters contained within this Letter in the Employment Agreement will be varied accordingly to the extent provided for in this Letter;

1.2.2 Shall be read in conjunction with VMware's Global Distributed Work Policy (the 'Policy'), which is non-contractual and subject to amendment or withdrawal at VMware's sole discretion. The Policy sets out additional information in relation to **Flexible** working (as defined in section 1.1 of the Policy) that is imperative to the conduct of your role. You agree that you have read, understood and will comply with the terms of the Policy and you understand that failure to do so may result in disciplinary action being taken in respect of your employment including, but not limited to, termination of employment; and

1.2.3 Are subject always to any extenuating circumstances outside of the Company's control which necessitate alternative working arrangements, including Government and Authority requirements, guidance or directions.

1.3 For the avoidance of doubt, in the event of any conflict between the Employment Agreement and the terms in this Letter, the terms in this Letter, to the extent that they vary the terms in the Employment Agreement, shall prevail.

2. Scope

2.1 For the purposes of the Policy, you will be designated as a **Flexible** employee.

2.2 The terms of this Letter will be effective from the commencement date set out in your Employment Agreement and until amended or terminated in accordance with clause 9 of this Letter or as otherwise agreed in writing between you and the Company.



3. Place of Work

3.1 In accordance with the Policy, you will be assigned to the **Bangalore, India** site (“Assigned Site”) and shall be required to work from this site on days/times as designated by the Company from time to time. The Assigned Site will be recorded as your “Work Contact Information” in Workday. The Company reserves the right to vary the Assigned Site on a temporary or permanent basis.

For working time outside of that which is performed at your Assigned Site, you will work from any suitable location for the proper performance of your duties. You shall communicate the primary location of any such work to the Company, currently via Workday as your “Home Contact Information “ address. You are required to keep the primary location of your work in Workday up to date.

You may be required from time to time to visit and work at such other locations, including VMware sites, and for such times as the Company and/or your manager considers necessary for the proper performance of your duties. You understand and agree that you will be required to attend a VMware premises as and when business needs dictate such attendance.

3.2 The location where you perform your duties is required to be in **Bangalore** unless an alternative arrangement is specifically agreed in writing with the Company.

3.3 You are required to inform the Company as soon as possible if you plan to change your primary residence and you understand and agree that it is your responsibility to keep the Company updated in respect of your primary residence. You understand and agree that any failure to promptly disclose a change in your primary residence could result in disciplinary action including, but not limited to, termination of your employment. Where you plan to change your primary residence for any reason you are required to request prior approval for the continuation of the **Flexible** arrangement, or to seek an alternative working arrangement, in advance of you moving to the new primary residence. In such circumstances, the Company reserves the right to determine that the existing **Flexible** arrangement is consequently no longer appropriate, or to decline your proposed alternative arrangement, and require you to change to a working arrangement that is suitable to business needs and end your **Flexible** arrangement. You may be asked to sign a new document setting out any revisions to your existing arrangement.

3.4 You confirm that you are not in breach of any covenant or agreement when working from your primary residence. You confirm that where relevant, you have obtained all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.

3.5 If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

4. Hours of Work

4.1 Your normal hours of work are set out in your Employment Agreement. You may be required to work such additional hours as may be necessary for the proper performance of your duties without extra remuneration.

4.2 Where applicable, you are required to accurately record and report all hours worked in the normal way and in accordance with your Employment Agreement, the Company’s and VMware’s policies, and/or legal requirement.



4.3 You are responsible for regulating your own working time and taking necessary breaks as required by law. If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

5. Salary

5.1 You acknowledge and agree that your pay may vary in accordance with the terms of VMware's Compensation and Mobility Policy for Employee Requested Moves and any other relevant VMware or Company policy relating to pay zones (as in force and amended from time to time in VMware's sole discretion, "Pay Zone Policies"). As such, the Company reserves the right to adjust your pay in future in accordance with the Pay Zone Policies and applicable local law.

6. Confidentiality, Data Protection and Intellectual Property

6.1 All existing Confidentiality, Data Protection, Data Security and Intellectual Property obligations that you owe to the Company and VMware and where contained in the Employment Agreement or otherwise (including, but not limited to, in the Global Data Privacy Policy and the Acceptable Use Policy) remain unaffected by this Letter and are re-iterated in their entirety. You must read these policies and ensure that you comply with them in carrying out your work.

6.2 You are reminded of your obligation to notify the Information Security Operations Center (SOC@vmware.com) immediately upon becoming aware of a data breach.

7. Health and Safety

7.1 You agree to comply with all applicable health and safety laws as well as guidelines, instructions and/or policies which the Company or VMware may give to you from time to time (including the applicable terms of the Policy) and to complete without delay all health and safety risk assessments/questionnaires and/or trainings that the Company may send to you from time to time. Subject to applicable law, you are expected to take ownership of your safety and are encouraged and empowered to report any health and safety concerns to the Health & Safety Team (health_safety@vmware.com) or your manager.

8. Policies

8.1 You agree to continue to comply with all non-contractual Company and VMware policies, including (but not limited to) the Policy, Respectful Workplace Policy, Global Data Privacy Policy, Acceptable Use Policy, Compensation and Mobility Policy, Global Business Conduct Guidelines, Information Security Policies, and any other policies extended to you in your Employment Agreement or otherwise made available to you by the Company or VMware, all from time to time in force and which are available from the VMware Source Page. You must read these policies and ensure that you comply with them in carrying out your work. You understand and agree that any failure to comply with such policies could result in disciplinary action including, but not limited to, termination of your employment.



9. Termination of Flexible working

9.1 If at any time the Company, in its reasonable judgement, considers **Flexible** working arrangements to be unsatisfactory or the requirements of your work change such that **Flexible** working is no longer appropriate, in light of the Company's business needs, the Company may at its reasonable discretion give you reasonable notice, or may immediately in exceptional business circumstances, terminate and/or change your **Flexible** working arrangement to a different work arrangement, to a reasonable extent as business needs may justify.

9.2 On reasonable notice, you may request to change your current arrangement as a **Flexible** worker to a different work arrangement and to end **Flexible** working subject to Company approval, which shall be exercised reasonably and in accordance with business resources at the applicable time and the Company's policies. The Company may, at its sole discretion, consider your request however the Company shall not be under an obligation to change or end your **Flexible** working arrangement based on your request.

10. Monitoring

10.1 Subject to applicable law, the Company reserves the right to monitor your working time and the use of Company and VMware information and information systems in accordance with the VMware Acceptable Use Policy.

11. Right to Enter

11.1 You consent to the Company's representatives, at reasonable times and on reasonable notice, entering your primary residence to:

11.1.1 install, inspect, replace, repair, maintain or service Company property during your employment;

11.1.2 carry out health and safety risk assessments of Company property and your workstation during your employment; and

11.1.3 recover Company property on or after termination of your employment.

12. Miscellaneous

12.1 The changes to the Employment Agreement as set out above will be permanent changes to your terms and conditions of employment. You will have no right to revert back to your previous working pattern unless permitted by the Company in accordance with clause 9.2 above.

12.2 You agree to immediately return any property belonging to the Company or VMware on termination of your employment (howsoever arising) and the Company reserves its right, where permitted by applicable law, to deduct from your salary, or any other sums owed to you, any equivalent monies owed to the Company or VMware for failure to return any such property.

12.3 Unless explicitly varied by the terms of this Letter, all other terms and conditions set forth in the Employment Agreement will remain valid and unaffected by these changes.



12.4 This Letter and your Employment Agreement (and any amendments or documents referred to in it) constitutes the entire agreement between you and the Company and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between you and the Company, whether written or oral, relating to its subject matter.

If you agree to these changes to your Employment Agreement, please indicate your acceptance by e-signing this document along with the offer Letter.

If you have any questions, please contact apachr@vmware.com.

Yours sincerely,

A handwritten signature in black ink that reads "Teena Gomes".

Teena Gomes
Director, Regional HR Services

For and on behalf of the Company

I agree that my Employment Agreement shall be varied by the revised terms and conditions set out in this Letter.

Signature: {{ Sig_es_:signer1:signature }}
Employee Printed Name: Rahul R

Date: {{ Date_es_:signer1:date }}



01/17/2023 18:05:26

HP PPS Services India Private Limited

2nd Floor, 24 Salapura Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

Raveena Y,

72/6, 1st Phase JP Nagar, near Laa regency apartment, Bengaluru - 560078

Dear

Raveena,

We are pleased to inform you that you have been selected for training with {HP PPS Services India Private Limited ("HP" or the "Company")} from 10/03/2023 to 29/07/2023 for a period of 5 Months under the guidance and supervision of Shruthi M S. Your location would be BGC01 - Bangalore, IN-Salarpuria GR Tech Park (BGC01).

1. During the tenure of the project, you will be paid a stipend of Rs 20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated hereinabove. After successful completion of Internship you will be converted as Full time employee with 4 LPA.
2. It is clearly understood that you are not in any manner providing any service to HP and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HP, copy, duplicate, decompile or translate any intellectual property of HP without appropriate authorization. You shall not take out any intellectual property belonging to HP, outside the work place or HP's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HP appropriately, in the event you cause any loss or damage to any property that is owned or leased by HP, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.



12. This offer of appointment is conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP.

We look forward to having you join us and wish you a fruitful training with us.

To accept the offer of employment and agree to the above, please E-sign by providing your full name and unique identifier.

With Best Regards,

Sd/-

Binu Mathew
Country Director Human Resources

* This is an electronically generated letter and hence does not require a signature

ACCEPTANCE

I accept the above referred general terms and conditions of the company.

Signature:

Name : Raveena

Place : Bangalore

HP Employee Letter of Assurance Agreement Form

U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for HP Inc. (HP) I may, directly or indirectly, receive or access software and/or technical data which HP has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.



APPOINTMENT LETTER

January 20, 2023

Dear Reddy praveen B,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Pankaj Ramachandra Gurav, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Reddy praveen B

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI**Variable Pay - A BRIEF OVERVIEW****Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature Vinodh U 20/1/2023 3:55 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

23159523

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2023**Dear **Rekha H,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as “HCL” or “Company”**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2023** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential**HCL**

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

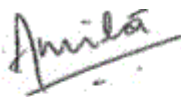
Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards

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Annexure 1**COMPENSATION PLAN**

Name	Rekha H
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Bangalore.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

HCL TECHNOLOGIES LTD.

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL

S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official's (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. 	
<u>Things to Remember</u>	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. 	

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:





Location of HCL Onboarding Team for joining formalities:



S. No	Location	Address
-------	----------	---------

1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV**EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS**

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

-  Basic Salary
-  Monthly Allowances
-  Variable Pay
-  Retirals & Insurances Benefit

 **Disclaimer:**
 **Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.**

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

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mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Date:13-Nov-2022

Dear RISHAV SINGH CHAUHAN,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the competency Level C1 subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$
$$\text{Aggregate \%} = \text{Aggregate} * 100$$
 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
 - 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.
 - 2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

Mindtree Ltd T + 91 80 6706 4000
RVCE Post, Mysore Road F + 91 80 6706 4100



Mindtree

A Larsen & Toubro Group Company

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna
Vice President - Revenue Assurance

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, RISHAV SINGH CHAUHAN, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	RISHAV SINGH CHAUHAN

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : RISHAV SINGH CHAUHAN

Competency : C1

Designation : ENGINEER

Stipend : INR 22,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 500 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Annexure 2

Compensation stack effective from the date of confirmation

Name : RISHAV SINGH CHAUHAN

Competency : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	308,004
Bonus**	42,000
Annual Cost to Company	350,004

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.



separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

{{Sig_es_:signer:signature}}

8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 350,004.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

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10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.
2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.
3. Salary for the purpose of notice period means the two components of Basic & fixed components (as applicable), in your compensation at the time of termination of your employment.

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On the date of joining at Mindtree Kalinga Bhubaneswar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2023**Dear **Rithika sharon**,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as “HCL” or “Company”**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2023** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential**HCL**

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At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

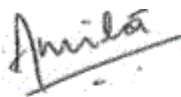
Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards

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Annexure 1**COMPENSATION PLAN**

Name	Rithika sharon
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Bangalore.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

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You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL

S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official's (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. 	
<u>Things to Remember</u>	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. 	

3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:





Location of HCL Onboarding Team for joining formalities:



S. No	Location	Address
-------	----------	---------

1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

ANNEXURE IV**EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS**

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

-  Basic Salary
-  Monthly Allowances
-  Variable Pay
-  Retirals & Insurances Benefit

 **Disclaimer:**
 **Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.**

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Offer Letter

13-03-2023

Dear Sagar H M, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for like-minded people who can join our team and follow the leadership and be part of our culture of innovation.

Further to our discussion, we are pleased to invite you to join our team as a Sales Executive L-1 based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 5,16,226** /- per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.



TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give one (1) months' notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving seven (7) days' notice or salary in lieu of such notice. The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to the company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to the company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limited to a laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the current or proposed business of the Group except on behalf of the Group, canvass or solicits business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;

B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest); or



C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise;

E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period (“**Existing Employee**”) to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;

F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment. G. approach, recruit or otherwise solicit Existing Employees to work for any other employer.

H. persuade any Person which is a vendor/consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.

I. The covenants in this Clause and the time and other limitations with respect thereto are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.

J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

K. Nothing herein contained shall affect the Employee’s non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group or after the termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.



A. Without prejudice to the generality of the foregoing, the Employee shall:

- a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.
- b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.
- c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.

C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.

D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.

F. In order to secure or preserve Confidential Information, the Company shall have the right at all timesto deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.



Your date of Joining is 15-08-2023.

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

Amit Kumar, Director

NoBroker Technologies Solutions Pvt. Ltd.

Note - This is a system -generated letter and does not require a signature.

Acceptance:

I, Sagar H M. have read, understood, and accept this offer of employment, as set forth above. Signature: _____ Date: __



ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,92,000	16,000
HRA	76,800	6,400
Special Allowance	39,494	3,291
Employer Contribution to PF	21,600	1,800
Fixed Pay	3,29,894	27,491
Performance Bonus	1,80,000	15,000
Total Fixed Pay and Performance bonus	5,09,894	42,491
Gratuity	6,332	
CTC	5,16,226	

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

**Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-), Meal Allowance (INR 2500 /-) & Income tax, if applicable.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.





Mindtree

A Larsen & Toubro Group Company

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna
Vice President - Revenue Assurance

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, SARITHA HJ , agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	SARITHA HJ

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : SARITHA HJ

Competency : C1

Designation : ENGINEER

Stipend : INR 22,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 500 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Annexure 2

Compensation stack effective from the date of confirmation

Name : SARITHA HJ

Competency : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	308,004
Bonus**	42,000
Annual Cost to Company	350,004

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.



separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

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8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 350,004.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

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10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

On the date of joining at Mindtree Kalinga Bhubaneswar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

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Date: 11 July 2023

Dear SHARATH N V,

As per the PwC AC Bangalore offer terms and conditions that were discussed with you at the time of offer, we are pleased to offer you a joining bonus of INR. **150,000/-**(taxes applicable as per the Indian Income tax norms) **One Lakh Fifty Thousand Only**. This is a onetime payment which is offered in exceptional circumstances only and offered with the sole discretion of the company. This amount will be paid out to you along with your first salary.

As explained to you earlier, this payment is being made with the condition that you will agree to complete a minimum 1 year of employment service with PwC AC Bangalore. If you voluntarily decide to leave the company before 1 year of service, you will be required to payback this amount in full and will be recovered from you at the time of final settlement.

Please note that this communication is personal and strictly confidential. You are expected not to share this with others.

Welcome once again and we are pleased to have you on board!

Yours sincerely,

Acknowledgement

**For PricewaterhouseCoopers
Service Delivery Center (Bangalore) Pvt. Ltd**

Director – Human Capital

SHARATH N V

Date:



11 July 2023

SHARATH N V

PRIVATE AND CONFIDENTIAL
Employment Offer Letter and Terms and Conditions of Employment

Dear **SHARATH N V**,

We are pleased to offer you employment with **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited (“Company” or “PwC AC Bangalore”)** in the position of **Associate** in our Bangalore office. Your work location will be **Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park**. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **13 September, 2023**, or such other date as may be communicated by us to you in writing. .

Remuneration Package:

1. Annual Compensation: You are being offered a Gross Salary of
Rs. **450,000/- Four Lakh Fifty Thousand Only.**

The details of gross salary are specified in Annexure 1 to this offer letter (“Offer Letter”).

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests. The details of the benefit programs are specified in Annexure 1 to this offer letter (“Offer Letter”).



Other Terms:

Please read the following terms and contact us with any questions that you may have.

1. Employment Agreement: Once you accept this offer, you will be required to sign an employment agreement (“**Employment Agreement**”), the format of which is attached to this Offer Letter. Your employment with the Company will be on the terms of this Offer Letter and the Employment Agreement until the end of your employment with the Company until the end of your employment with the Company.

2. Working Hours: You will be required to work, for such hours as are reasonably necessary to meet the Company’s requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company’s policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company’s requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company’s policies.

3. Promotion and Salary Review: You will be eligible to participate in the promotion and salary review process as per the policy of the Company.

4. Visa: If you do not have the right of abode, the right to land or the status of unconditional stay in India, an employment visa is required for your employment. The Company will assist you with obtaining the necessary documents for you and your family. Any continued employment is contingent upon the immigration authorities approving any renewal of the employment visa and will automatically be deemed to be terminated should such approval not be granted.

5. Taxation: Your remuneration and benefits have been stated gross of tax. You will be responsible for all Indian salaries tax on your remuneration, allowance and benefits, where applicable. In the event that you have sources of income or expense outside of your employment with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.

6. Travel, Assignments or Secondment:

a. **Within India:** You are required to work on any project to which you are assigned, unless there is good reason not to do so.

b. **Outside India:** While based in India you may be required to travel and stay to work on projects outside India, within and/or outside the Asia Pacific region.

7. Termination Notice:

(a) Your employment in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to obtain a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such



verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this Offer Letter and/or the Employment Agreement, your services are liable to be terminated forthwith without any notice or any further compensation from the day such discrepancies are identified.

(b) The Company may terminate your employment for any of the following conduct on your behalf effective immediately upon written notice to your address on the Company's records:

- (i) acts of fraud, dishonesty or misconduct involving moral turpitude;
- (ii) commission or conviction of any criminal offence;
- (iii) engagement in any activity that you know or should know could harm the business or reputation of the Company;
- (iv) material failure to adhere to the Company's corporate codes, policies or procedures;
- (v) continued failure to meet performance standards as determined by the Company over two consecutive performance review periods;
- (vi) a breach or threatened breach of any material provision of this Offer Letter or the Employment Agreement if it is not cured to the Company's satisfaction within a reasonable period after the Company provides you with notice to your address on the Company's records of the breach; provided that no notice and cure period will be required if the breach cannot be cured;
- (vii) violation of any statutory, contractual, or common law duty or obligation to the Company, including without limitation the duty of loyalty. In case of termination on account of any of the above reasons you will only be entitled to earned and unpaid gross salary and accrued leave (if any) through the effective termination date.

(c) The Company may also terminate your employment for reasons other than those specified above or for no reason, effective upon a prior written notice of at least sixty (60) days. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the net amount of gross salary you are entitled to in lieu for the remaining notice period less any deductions or withholdings, as required by law.

(d) You agree to provide the Company with a prior written notice of at least sixty (60) days of your resignation, which shall be effective at the end of the notice period unless agreed otherwise.

8. Return of Property: Upon termination of employment, you will be required to return all property (including but not limited to keys, records, notes, data, computer discs or tapes, memoranda, business cards, security passes and equipment) which is held in your possession, custody or under your control, belonging to or relating to business affairs of the Company.

9. Acknowledgement: You acknowledge that your joining the Company will not breach any agreement relating to employment or the provision of services to which you are or have been a party.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

We are excited about having you join us. On behalf of the PwC AC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact us on us_advisory_ac_india_hc_operations@pwc.com



Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Director – Human Capital

I, SHARATH N V(C000002243150), accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

Signature:
Date



Annexure 1

Private and confidential

Date: 11 July 2023

Name: SHARATH N

V

Designation: Associate

Salary Components - Annual (All figures in INR)

Basic Salary : 180,000

Flexible Benefit Package (FBP) : 248,400

Employer contribution of PF: 21,600

Gross Salary: 450,000/-

Note: **FBP** can be used for the following components:

1. Food Coupons
2. Leave Travel Allowance (LTA)
3. House Rent allowance (HRA)

The above are subject to applicable taxes as per the Indian Income tax guidelines.



Your Gross Salary consists of the following components:

- **Basic: 40% of Gross Salary (A)**
- **HRA: 40% of Basic for Bangalore, 50% of Basic for Mumbai (B)**
- **LTA: Part of FBP (You can allocate desired sum for LTA up to a maximum of FBP amount available for allocation) (C)**
- **Sodexo: INR 24000 (i.e.2000 per month) – Part of FBP (D)**
- **Provident Fund (PF): 12% of Basic (E)**
- **Special Allowance: Balancing Figure (Gross Salary minus all above components) (F)**
- **Gross Salary: A+B+C+D+E+F**

Benefits:

Specialist/Associate/Sr Associate:

- **Medical Insurance:** Coverage of Rs.7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 20,00,000/-

Manager/Sr Manager:

- **Medical Insurance:** Coverage of Rs.7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Director & above:

- **Medical Insurance:** Coverage of Rs.10 lacs per employee. family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Relocation Benefits: Applicable to employees relocating from other cities.



EMPLOYEE AGREEMENT/ASSOCIATE

This Agreement (“**Agreement**”) is between **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited (“Company” or “PwC AC Bangalore”)** and **SHARATH N V (“You”** and all similar references).

1. Definitions

(a) “**Cessation Date**” means the effective date of cessation of your employment with PwC AC Bangalore.

(b) “**Cause**” means any of the following conduct by you:

(i) Acts of fraud, dishonesty or misconduct involving moral turpitude;

(ii) Commission or conviction of any criminal offence;

(iii) Engagement in any activity that you know or should know could harm the business or reputation of PwC AC Bangalore;

(iv) Material failure to adhere to PwC AC Bangalore’s corporate codes, policies or procedures;

(v) Continued failure to meet the performance standards as determined by PwC AC Bangalore;

(vi) A breach of any provision or threatened breach of any material provision of this Agreement if the breach is not cured to PwC AC Bangalore’s satisfaction within a reasonable period after PwC AC Bangalore provides you with notice to your address on PwC AC Bangalore’s record of the breach provided that no notice and cure period will be required if the breach cannot be cured; and

(vii) Violation of any statutory, contractual, or common law duty or obligation to PwC AC Bangalore, including without limitation the duty of loyalty.

(c) “**Offer Letter**” means the employment offer letter dated **11 July 2023** by which you were offered employment with PwC AC Bangalore and accepted by on **13 September, 2023**.

2. **Employment**

2.1 You accept employment on the terms of the Offer Letter and this Agreement along with its exhibits hereto until the end of your employment with PwC AC Bangalore in accordance with clause 6 of this Agreement.

2.2 Probation: Your first six (6) months of employment are on a trial basis and are considered a continuation of the employment selection process. During this probationary period, PwC AC Bangalore may terminate employment with 15 days’ notice in writing, with or without cause. Likewise, you may also terminate your employment with PwC AC Bangalore giving 15 days’ notice in writing, with or without cause. PwC AC Bangalore may decide to confirm your employment earlier than the 6 months’ period based on performance and the notice period will change to sixty (60) days as soon as the employment is



confirmed.

2.3 By signing this Agreement, you agree to:

(a) devote your professional time and effort to PwC AC Bangalore's business and to refrain from professional practice outside of the interests of PwC AC Bangalore or any of its subsidiaries;

(b) abide by all policies of PwC AC Bangalore, current and future, including the Equal Employment Opportunity policy attached as Exhibit A and the Anti-Harassment policy attached as Exhibit B to this Agreement;

(c) abide by the Confidentiality and Intellectual Property Agreement attached as Exhibit C to this Agreement; and

(d) abide by the terms of the Consent Form concerning personal data attached as Exhibit D to this Agreement.

2.4 You also confirm that you are not currently bound by any agreement that could prohibit or restrict you from being employed by PwC AC Bangalore or from performing any of your duties under this Agreement.

3. Compensation and Benefits

As of the commencement of your employment, PwC AC Bangalore will pay you a salary as specified in the Offer Letter, less required and authorized withholdings and deductions, payable in 12 equal monthly installments in accordance with PwC AC Bangalore's normal payroll practices.

4. Leave Entitlement

Your annual leave entitlement will be as provided in the Leave Policy of the Company as amended from time to time.

5. Covenants

While employed with PwC AC Bangalore, and for 6 months after your Cessation Date you shall not directly or through anyone else solicit, employ or retain any current employee of PwC AC Bangalore to perform Consulting Services. You agree that these obligations protect PwC AC Bangalore's legitimate interests without unreasonably restricting your ability to earn a living after leaving PwC AC Bangalore.

6. Termination and Resignation

(a) PwC AC Bangalore may terminate your employment on account of Cause effective immediately upon written notice to your address on PwC AC Bangalore's records.

You will only be entitled to earned and unpaid salary and salary for accrued leave (if any) until the effective termination date.

(b) PwC AC Bangalore may also terminate your employment for reasons other than Cause or for no reason, effective upon at least sixty (60) days written notice or payment of the salary you are entitled to in lieu less any required deductions or withholdings as required by law. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the salary you are entitled to in lieu for the remaining notice period less any required deductions or withholdings, as required by law.

(c) You agree to provide PwC AC Bangalore with prior notice of at least sixty (60) days of your



resignation, which shall be effective at the end of the notice period unless agreed otherwise. The company management has the discretion for any notice period waive-off based on the work obligations.

(d) In case of failure to serve the notice period, you will agree to pay equivalent gross salary in lieu of the notice period not served. The company has the discretion to adjust any unused vacation against notice period.

(e) PwC AC Bangalore may require you to utilize any accrued leave during the notice period.

7. Arbitration

(a) All disputes between you and PwC AC Bangalore shall be resolved by arbitration in Bangalore or any other mutually agreeable location in India. Arbitral disputes include without limitation employment, employment termination claims and claims by you for employment discrimination, harassment, retaliation and wrongful termination.

(b) Arbitration shall be conducted under the auspices of the Indian Council of Arbitration before a panel of three arbitrators, which shall consist of one person selected by each of the two sides to the dispute and the third person jointly selected by the other two arbitrators.

(c) The arbitration panel shall have no authority to modify this Agreement (except pursuant to clause 8 of this Agreement) or to award punitive or exemplary damages. PwC AC Bangalore may, without waiving its right to compel arbitration, seek injunctive or other provisional relief from a court of competent jurisdiction, to prevent any arbitration award from being rendered ineffectual, to protect PwC AC Bangalore's confidential information or intellectual property or for any other purpose in the interests of PwC AC Bangalore.

The courts at Bangalore or any court of competent jurisdiction in any other state will have jurisdiction over any proceeding relating to arbitration, and may enter judgment on any arbitration award rendered or grant judicial recognition of the award or an order of enforcement.

8. Entire Agreement

This Agreement and the Offer Letter forms the entire agreement between you and PwC AC regarding these matters and supersede any verbal and written agreements on such matters. In the event of a conflict between the main body of this Agreement or the Offer Letter and the Exhibits, the main body of the Agreement or the Offer Letter shall take precedence. This Agreement may be modified only by written agreement signed by you and the General Manager of PwC AC Bangalore or their designee, provided that the policies of the Company may be amended at any time for any or no reason with or without notice to the extent permitted by law.

Severability

(a) If any provision of this Agreement is held invalid or unenforceable for any reason, the invalidity shall not nullify the validity of the remaining provisions of this Agreement.

(b) If any provision of this Agreement is determined by a court or arbitration panel to be unenforceable by reason of being overly broad in duration, geographical coverage or scope or unenforceable for any other reason, such provision will be narrowed so that it will be enforced as much as permitted by law.



9. Waiver

Any party's waiver of the other party's breach of any provision of this Agreement shall not waive any other right or any future breaches of the same or any other provision.

10. Choice of Law

The Offer Letter and this Agreement shall be governed by laws of India. You and PwC AC Bangalore consent to the non-exclusive jurisdiction and venue of the courts in New Delhi and agree that any permitted lawsuit may be brought to such courts or any other court of competent jurisdiction as provided in clause 7 of this Agreement.

11. Assignment and Beneficiaries

This Agreement only benefits and is binding on the parties and their permitted assigns provided that you may not assign your rights or duties under this Agreement without the express prior written consent of the other parties. PwC AC Bangalore may assign any rights or duties that it has, in whole or in part, to its affiliates and subsidiaries without your consent.

12. Counterparts

For convenience of the parties, this Agreement may be executed in one or more counterparts, each of which shall be deemed an original for all purposes.

13. Survival

Clauses: 2, 5, 7 through 13 and Exhibits C and D shall survive any termination of this Agreement or your employment (including your resignation).

The parties to this Agreement state that they have read, understood and agree to be bound by this Agreement:

**For PricewaterhouseCoopers
Service Delivery Center (Bangalore) Pvt. Ltd**

Employee

Director – Human Capital

SHARATH N V

Dated:

Dated



EXHIBIT A

Equal Employment Opportunity

It is the policy of PwC AC Bangalore and its group of companies to provide equal employment opportunity for all applicants and employees. PwC AC Bangalore does not unlawfully discriminate on the basis of race, color, religion, sex, national origin, age, disability, or any other legally protected classification. PwC AC Bangalore also makes reasonable accommodations for disabled employees. An employee who believes he or she has a disability and requires an accommodation should inform their Human Resources Manager so that the employee's request can be evaluated. PwC AC Bangalore prohibits the harassment of any individual and further prohibits the harassment of any individual based on any of the aforementioned legally protected classifications. Unlawful discrimination or harassment shall not be tolerated by PwC AC Bangalore.

This policy applies to all areas of employment including, but not limited to, recruitment, recruitment advertising and/or other communications media, hiring, rates of pay and other compensation, benefits, overtime, promotions, transfers, demotions, training, layoffs, or terminations, recalls, disciplinary actions and all other terms, conditions, or privileges of employment.

PwC AC Bangalore, as required by law, will establish a written affirmative program to strive for best utilization of minorities, the disabled and women throughout our workforce. The results will be reviewed no less than annually and adjusted appropriately to meet stated goals. The coordinator of this program is the Director - HC at PwC AC Bangalore.

The coordinator will be responsible for ensuring the creation of the program with the inclusion of its multiple requirements, the development of an audit procedure to measure the effectiveness of the program and the facilitation of the annual status presentation to the executive management group.

Each employee is required to abide by this policy and assist with its enforcement. Violation of this policy will result in disciplinary action, up to and including termination of employment. If an employee believes that he/she has been the unlawfully discriminated against in an employment matter, please direct your concerns to the Director - HC the Equal Employment Opportunity coordinator for PwC AC Bangalore. A prompt and thorough investigation shall be conducted and a determination made as to the appropriate management response. Full cooperation by each employee asked to assist during an investigation is required and no reprisals shall result from the reporting or assisting in the investigation of, concerns related to this policy. Concerns or complaints of any retaliation should be directed to the Director - HC immediately.



EXHIBIT B

Anti-Harassment Policy

PwC AC Bangalore and its group of companies prohibits sexual or other unlawful harassment of its employees, vendors, clients or applicants, whether engaged in by company personnel, clients, customers, vendors, or others. This policy also prohibits employment actions that are based on an employee's submission to or rejection of unwelcome sexual advances or other behavior prohibited by this policy. This policy applies at PwC AC Bangalore facilities and at other locations where our employees conduct business or socialize, such as client sites or at company or client sponsored business and social functions including homes of the employees during a work from home setup and all employees are to adhere to this policy even in the course of online meetings, virtual socialization activities and/ or engaging in informal conversations during a work from home setup.

Sexual harassment is viewed as a form of employee conduct that undermines the integrity of the employment relationship. For the purposes of this policy, sexual harassment is defined as sexual behavior that is unwelcome, is personally offensive, and/or creates a hostile, intimidating or offensive work environment. PwC AC Bangalore will not tolerate sexual harassment by anyone — supervisors, employees, vendors, or clients.

Some examples of sexual harassment are:

- Unwelcome or unwanted sexual advances. This includes patting, pinching, brushing up against, hugging, cornering, kissing, or any other similar physical contact considered unwelcome by another individual.
- Requests or demands of sexual favors. This includes subtle or blatant expectations, pressures, or requests of any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequences concerning one's employment.
- Verbal abuse or kidding that is sex-oriented and considered unwelcome by another person. This includes comments about an individual's body or appearance (where such comments go beyond a mere compliment); off-color jokes that are clearly unwanted or considered offensive by others; or any other tasteless, sex-oriented comments, innuendoes, or offensive actions.
- Any sexually oriented conduct that would unreasonably interfere with another's work performance. This includes extending unwanted sexual attention to someone, which reduces personal productivity.
- Participation in fostering a work environment that is intimidating, hostile, or offensive because of unwelcome or unwanted sexually oriented conversation, suggestions, requests, demands, physical contacts, or attention.
- Possession in the workplace or display of sexually suggestive objects or pictures; emails, internet sites, or other correspondence with sexually suggestive content.



- Tangible employment decisions made because of or influenced by an individual's compliance with or refusal to comply with sexual demands.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

This policy also expressly prohibits behavior that harasses an employee or applicant on the basis of his or her race, color, creed, religion, age, gender, national origin, citizenship status, marital status, sexual orientation, disability, or other category protected by Central, State, or local law. Forms of such harassment can include physical, verbal and nonverbal behavior that harasses, disrupts, or interferes with an employee's work performance or in any way creates or contributes to an intimidating, hostile or offensive work environment. This behavior includes, by way of example only, epithets, slurs, off-color jokes, threats, or posters, cartoons, emails, or drawings that are insulting, degrading, derogatory or ridiculing of one based on his or her protected status.

Behavior prohibited by this policy often can occur without the knowledge of others and what one may regard as offensive, another may not. For the company to effectively implement this policy, all persons must respond to and report behavior that violates this policy. Cooperation in preventing this type of conduct is essential.

If you believe that you have been subjected to inappropriate sexual or other behavior, you should immediately tell the offender that his or her behavior is offensive and must cease. If such a direct approach is ineffective or impractical under the circumstances, you must report such behavior to one of the persons identified below. If you have reason to believe that another employee of the company has been subjected to or has engaged in behavior that violates this policy, you should also immediately inform one of the individuals identified below.

PwC AC Bangalore will investigate, promptly and thoroughly, any such complaint or report of inappropriate behavior. Complaints and investigations will be handled in a confidential manner consistent with the need to investigate and take corrective action.

Complaints should be directed to the following person:

Director – Human Capital - PwC AC Bangalore

In response to a meritorious complaint, PwC AC Bangalore will as necessary or appropriate, take disciplinary action against anyone found in violation of this policy, up to and including termination of employment.

Overall responsibility for PwC AC Bangalore's Equal Employment Opportunity and Sexual Harassment policy has been assigned to the Director - HC who is responsible for the implementation and enforcement of this policy.

Every employee may access this confidential system without fear of reprisal. This policy also prohibits retaliation against anyone who in good faith complains under this policy or participates in an investigation. Full cooperation by each employee asked to assist during any investigation pursuant to this



policy is required. Complaints of retaliation (actual, threatened or feared) also should be directed to one of the individuals identified above.

EXHIBIT C

Confidentiality and Intellectual Property Agreement

As a material part of the consideration for my employment by PwC Service Delivery Center – Bangalore Private Limited and the salary and other compensation that I shall receive during my employment, I acknowledge and agree that, by my signature on the document to which this Confidentiality and Intellectual Property Agreement (“CIPA”) is attached as an exhibit, I also agree to this CIPA's terms:

1.

(a) I will, both during my work for PwC AC Bangalore and thereafter, hold in confidence and not directly or indirectly reveal, report, publish, disclose, transfer or otherwise share or make any Proprietary Information (as defined below) accessible, to any person or entity, or utilize any Proprietary Information for any purpose, except in the course of my work for PwC AC Bangalore's sole benefit. In addition, I will not remove, reproduce, transmit, summarize or copy any Proprietary Information except as expressly required by PwC AC Bangalore to enable me to perform my duties. I understand that this Section 1 is effective as of the commencement of my employment with PwC AC Bangalore or the date I acquired knowledge of any Proprietary Information, whichever is earlier.

(b) I will not knowingly use for the benefit of, or disclose to any person employed by, PwC AC Bangalore confidential information of any of my former employers or of any other third party or otherwise knowingly infringe or misappropriate any proprietary right of any third party. I represent and warrant that no contract, agreement or other obligation between or among me and any third party will interfere in any manner with my complete performance of my duties to PwC AC Bangalore or with my compliance with the terms and conditions of this CIPA. Without limiting the foregoing, I (have / have not) signed an agreement with [•], a previous employer or other entity, relating to inventions and confidential information. I (can/cannot) furnish PwC AC Bangalore with a copy of said agreement.

(c) “**Proprietary Information**” as used in this CIPA means all information or material disclosed to or known to me as a consequence of my employment with PwC AC Bangalore or any affiliate of PwC AC Bangalore (“**affiliate**” includes without limitation, for purposes of this CIPA, subsidiaries and other related entities of PwC AC Bangalore), including, without limitation, third party information that PwC AC Bangalore treats as confidential and any information disclosed to or developed by me or embodied in or relating to works for hire. Proprietary Information includes, but is not limited to discoveries, ideas, inventions, concepts, software in various states of development and related documentation, designs, drawings, specifications, techniques, methodologies, models, data, source code, object code, documentation, diagrams, flow charts, research, development, processes, training materials, templates, procedures, “know-how,” tools, client identities, client accounts, web design needs, client advertising needs and history, client reports, client proposals, product information and reports, accounts, billing methods, pricing, data, sources of supply, business methods, production or merchandising systems or plans, marketing, sales and business strategies and plans, finances, operations, and information regarding employees and other similar information (whether or not reduced to writing). Notwithstanding the foregoing, information that is publicly known and is generally employed by the trade at or after the



time I first learn of such information (other than as a result of my breach of the CIPA), shall not be deemed part of the Proprietary Information.

2.

(a) All Works (as defined below) shall belong exclusively to PwC AC Bangalore and/or its affiliates, as the context may require whether or not fixed in a tangible medium of expression. Without limiting the foregoing, to the maximum extent permitted under applicable law, all Works shall be deemed to be “works made in the course of your employment with the PwC AC Bangalore” or “works made for hire”, under Section 17 of the Indian Copyright Act, 1957 (as amended from time to time) and PwC AC Bangalore shall be deemed to be the author thereof. If and to the extent any Works are determined not to constitute “works made for hire,” or if any rights in the Works do not accrue to PwC AC Bangalore as a work made for hire, I hereby irrevocably assign and transfer to PwC AC Bangalore to the maximum extent permitted by law all right, title and interest in the Works, including all copyrights (including moral rights), patents, trade secret rights, and other proprietary rights in or relating to the Works. To the extent my moral rights cannot be assigned, I hereby irrevocably and expressly waive them and agree not to assert any claims based on such rights against PwC AC Bangalore or its affiliates. Without limiting the foregoing, I hereby irrevocably assign and transfer to PwC AC Bangalore all economic rights to the Works, including the rights to reproduce, manufacture, use, adapt, modify, publish, distribute, sublicense, publicly perform and communicate, translate, lease, sell, offer for sale, import, export and otherwise exploit the Works. I shall have no right to exercise any rights to the Works. Without limiting the foregoing, I will not have the right to and will not reproduce, adapt, modify, publish, distribute, sublicense, publicly perform or communicate, translate, lease, import or otherwise exploit the Works, except as expressly authorized by PwC AC Bangalore in the scope of my employment. I expressly acknowledge and agree that I wish to remain anonymous and not to have my name or any pseudonym used in connection with the Works. I hereby approve any and all modifications, uses, publications and other exploitation of the Works that PwC AC Bangalore or any successor or transferee thereof may elect to make, and I expressly agree that no such modifications, uses, publications or exploitations will or may cause harm to my honor or reputation. I agree that no modification, use or publication of the Works by PwC AC Bangalore or any successor or transferee thereof will be deemed to constitute a distortion or mutilation of the Works. PwC AC Bangalore shall have the unrestricted right to transfer and convey any or all of PwC AC Bangalore’s rights in or relating to the Works to any person or entity.

(b) I understand that the CIPA is not intended and shall not be interpreted to assign to or invest in PwC AC Bangalore any of my rights in any inventions developed entirely on my own time without using PwC AC Bangalore’s equipment, supplies, facilities, resources, or trade secret information, except for those inventions that either relate at the time of conception or reduction to practice of the inventions to the business of PwC AC Bangalore or the actual or demonstrably anticipated research or development of PwC AC Bangalore, or result from any work that I performed for PwC AC Bangalore.

(c) I will keep and maintain adequate and current written records of all inventions, original works of authorship, trade secrets or other Works in which rights vest in or are assigned to PwC AC Bangalore hereunder. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by PwC AC Bangalore. The records will be available to and remain the sole property of PwC AC Bangalore at all times.



(d) I will provide any assistance reasonably requested by PwC AC Bangalore to protect its proprietary and intellectual property rights, including, to obtain Indian or foreign letters patent and copyright registrations covering inventions, original works of authorship and other Works belonging or assigned hereunder to PwC AC Bangalore. I will execute any transfers of ownership of letters patent or assignments of copyrights or other proprietary rights transferred or assigned hereunder (including short form assignments intended for recording with the Indian, U.S. or any other foreign copyright and patent authorities, or any other entity). I understand that my obligations under this Section shall survive any termination of this CIPA or of my employment in perpetuity, provided that PwC AC Bangalore will compensate me at a reasonable rate for time actually spent performing such obligations at PwC AC Bangalore's request after such termination. If PwC AC Bangalore is unable for any reason whatsoever, including my mental or physical incapacity, to secure my signature to apply for or to pursue any application for any United States or foreign letters patent or copyright registrations or on any document transferring or assigning any patent, copyright or other proprietary right that I am obligated hereunder to transfer or assign, I hereby irrevocably designate and appoint PwC AC Bangalore and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf and in my stead to execute and file any such applications and documents and to do all other lawfully permitted acts to further the application, registration, prosecution and issuance of letters patent or copyright registrations or transfers or assignments thereof or of any other proprietary rights with the same legal force and effect as if executed by me. This appointment is coupled with an interest in and to the inventions, works of authorship, trade secrets and other Works to which any proprietary rights may apply and shall survive my death or disability.

(e) **"Works"** means:

(i) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during my employment with PwC AC Bangalore (which term includes, for purposes of this entire definition, any affiliate of PwC AC Bangalore), or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and that relate to the business of PwC AC Bangalore or its actual or demonstrably anticipated research or development,

(ii) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during or after my employment with PwC AC Bangalore, or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and which are made through the use of any of PwC AC Bangalore's or any PwC AC Bangalore's predecessors' equipment, facilities, supplies, trade secrets or time, or which result from any work that I perform or performed for PwC AC Bangalore, and

(iii) any part or aspect of any of the foregoing.

(f) For purposes of Sections 2(a), (b), (c) and (d) of this CIPA, the term PwC AC Bangalore shall mean (i) PwC AC Bangalore for any period of time during which I am employed by PwC AC Bangalore and (ii) any affiliate of PwC AC Bangalore for any period of time during which I am employed by such affiliate.

3. I will return immediately to PwC AC Bangalore all property of PwC AC Bangalore and its affiliates (including without limitation all Proprietary Information, documents, notes and other work product) in my possession or control, including duplicates, when I leave my employment or whenever PwC AC Bangalore may otherwise require that such Proprietary Information and other property be returned.



4. I will comply, and do all things necessary to assist PwC AC Bangalore to comply, with the laws and regulations of all governments under which PwC AC Bangalore does business, and with the provisions of contracts between PwC AC Bangalore and any such government or its contractors, or between PwC AC Bangalore and any private contractors, that relate to intellectual property or to the safeguarding of information, including the signing of any confidentiality agreements required in connection with the performance of duties during my employment with PwC AC Bangalore.

5. I understand and agree that the provisions of this CIPA shall remain in full force and effect in accordance with their terms notwithstanding any termination of my employment with PwC AC Bangalore for any or no reason.

6. The CIPA constitutes the entire agreement between PwC AC Bangalore and me with respect to the subject matter hereof and supersedes all prior and/or contemporaneous understandings, agreements or communications, whether oral or written, on such subject matter, provided that the provisions of any other written agreement between PwC AC Bangalore and me shall remain in full force and effect in accordance with its terms.

7. The CIPA shall be governed by and construed and enforced in accordance with the laws of India.

8. The CIPA may not be amended or modified except by a written document signed by me and a duly authorized representative of PwC AC Bangalore. The waiver of any right hereunder shall not be binding unless set forth in writing signed by the waiving party, and shall not bar the exercise of any other right or of the same right on any other occasion.

9. The CIPA shall be binding upon and inure to the benefit of me, PwC AC Bangalore and its affiliates, successors and assigns, provided, however, that I understand that I may not assign my rights or delegate my obligations under this CIPA without the express prior written consent of PwC AC Bangalore. Without limiting the foregoing, the rights of PwC AC Bangalore hereunder may be assigned in whole or in part without my consent to any of PwC AC Bangalore's affiliates or to any other entity that, whether by merger or otherwise, acquires all or substantially all of the assets, business or stock of the office or branch in which I work.

10. If any provision of this CIPA is held invalid or unenforceable for any reason, the invalidity shall not affect the validity of the remaining provisions of this CIPA, and the parties shall substitute for the invalid provision a valid provision which most closely approximates the intent and economic effect of the invalid provision.

11. I acknowledge and understand that any breach by me of any of Sections 1, 2, 3 or 4 of this CIPA will cause PwC AC Bangalore and its affiliates to suffer irreparable harm for which damages are an inadequate remedy and are difficult to calculate. Accordingly, I agree that PwC AC Bangalore and its



affiliates will be entitled, without limiting any other available legal or equitable remedies, to injunctive relief (without the need to post any bond or other security) to enforce the terms of the CIPA in whole or in part and to prevent any breach or threatened breach of any of those Sections.

EXHIBIT D

Consent Form

I acknowledge and agree that PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited and its affiliates or related bodies corporate want to develop a global human resources database in support of PwC AC Bangalore’s legitimate business purposes.

These legitimate business purposes include, without limitation:

- (a) The submission of proposals to clients and potential clients of PwC AC Bangalore;
- (b) The compilation of directories;
- (c) The organization of security procedures;
- (d) The processing of worker compensation and insurance claim and the management of human resources.

I therefore understand and agree that PwC AC Bangalore hold, collect, receive, store, record, have access to, process and transfer personal information about myself (“**Personal Data**”), including, without limitation:

- (a) Identification data such as my name, home address, telephone and fax number, personal email address, date of birth, social security number, citizenship, ID and passport number and/or other employee identification number, marital status;
- (b) Employment data such as my salary, job title, resumes, applications, copies of school, college and university diplomas, background verification information, entitlement to stock options, employment references;
- (c) Financial information such as bank account numbers and tax related information; and
- (d) Other information necessary to PwC AC Bangalore’s legitimate business purposes, which I may voluntarily disclose in the course of my application and subsequent employment with PwC AC Bangalore.

I understand that, unless allowed or required by laws and/or regulations, PwC AC Bangalore does not, as a general rule, collect sensitive data, such as information about racial and ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, sexual orientation, health information, etc. However, if I have voluntarily in any way disclosed information of that nature to PwC AC Bangalore, I understand that PwC AC Bangalore may not be able or may be able only with disproportionate effort to delete this information from its database and I agree to the use, disclosure, processing and transfer, including cross-border transfer, of these information, even though it is possible that the recipient of such information may not be bound by similar obligations to protect such information.



I understand and agree that Personal Data are transferred:

- (a) Among PwC AC Bangalore affiliates for the purposes of, and in connection with, personnel administration, planning and management of my employment relationship with PwC AC Bangalore; and
- (b) To third parties assisting PwC AC Bangalore in the administration and management of my employment relationship with PwC AC Bangalore, including without limitation, payroll management companies, pension plan companies, health insurance companies or agencies, credit card companies, background verification providers and others that have entered into vendor program agreements with PwC AC Bangalore for the provision of their services to PwC AC Bangalore and its employees.

I also understand and agree that PwC AC Bangalore hold, collect, receive, store, have access to, use, disclose, process, and transfer Personal Data for purposes of its legitimate business interests and may do so even after my departure from PwC AC Bangalore either for a reasonable period of time to allow me to join the PwC AC Bangalore Alumni Network or for the applicable statutory period.

I understand that the companies transferring my Personal Data and the recipients of my Personal Data, both PwC AC Bangalore affiliates and third parties, may be located in any country including any country outside of the India or my country of origin and/or residence.

I hereby consent to the collection, reception, possession, use, processing and transfer by PwC AC Bangalore of my Personal Data, in electronic or any other form, including transborder transfer of Personal Data, for the purposes and to parties described above.

I understand that I am responsible to, and may, at any time, review certain of my Personal Data, by accessing PwC AC Bangalore's web page and make any necessary amendments to it to ensure that my Personal Data is up to date, and that PwC AC Bangalore may not be held liable for any damages incurred by me as a result of PwC AC Bangalore's use, processing and transfer of inaccurate Personal Data provided by me.

I hereby consent to having modifications to my Personal Data done in electronic format rather than in writing. If, however, wherever this option is available to me, I choose to send any requests for modifications of my Personal Data to PwC AC Bangalore other than in the electronic format, I acknowledge and agree that delays can occur in the processing by PwC AC Bangalore of this written request for modification and that additional PwC AC Bangalore employees and/or agents may have to access certain of my Personal Data for that purpose.

I agree to promptly notify PwC AC Bangalore in writing of any change in my Personal Data or any unauthorized use or unauthorized disclosure of my Personal Data.

I understand that I may, at any time, withdraw the consents hereby given to the processing by PwC AC Bangalore and/or its agents of my Personal Data by notifying PwC AC Bangalore in writing of such withdrawal. As a result of my consent withdrawal, in certain cases, I may no longer be eligible for certain benefits, including employment and/or employment benefits and services currently provided to me by PwC AC Bangalore and/or the third parties selected by PwC AC Bangalore to render such services to the extent the Personal Data affected by my consent withdrawal was necessary to process my benefits.



I agree to abide by all policies of PwC AC Bangalore, including the Protection of Personal Data Policy as this Policy can be modified from time to time at PwC AC Bangalore's sole discretion.



August 5, 2023
Sharmila jansy.p
Bengaluru

Subject: Offer of Employment

Dear Sharmila jansy.p,

On behalf of GyanSys Infotech Private Limited (the "Employer"), I am pleased to confirm our offer of employment to you as **Software Engineer Trainee** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our organization **on September 6, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs 450,000/-**. At your level, the Variable Pay will be **Rs 45,000** of your annual salary. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure B, as well as all rules, regulations, guidelines, policies, and practices of the Employer, which may be amended from time to time. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Code of Conduct and other policies (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

This letter and GyanSys Infotech Private Limited employment application are intended to be final.



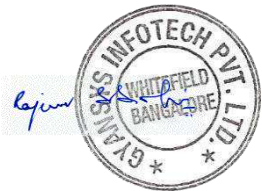
Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

Everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

If you wish to discuss any detail of this offer, please feel free to contact us.

Sincerely,

For GyanSys Infotech Private Limited



Rajeev Subudhi

Director Human Resource

ACCEPTANCE OF OFFER OF EMPLOYMENT

I, **Sharmila jansy.p**, hereby accept the terms and conditions of this employment offer. I will furnish all the documents for your records and will ensure to join on the given date of joining. I also hereby accept the documents submitted by me are true and correct.

Signature

Name: Sharmila jansy.p

Date: August 5, 2023

Place: Hosur



ANNEXURE A

	Component	Basis	Annual	Monthly
A	Fixed Cash Salary			
	Basic Salary	40% of A	Rs 162,000	Rs 13,500
	HRA	50% OF Basic Salary	Rs 81,000	Rs 6,750
	Communication Allowance	Rs 3000 per month	Rs 36,000	Rs 3,000
	Statutory Bonus	8.33% of Basic	Rs 13,500	Rs 1,125
	Special Allowance #	Balance	Rs 78,112	Rs 6,509
	Total (A)		Rs 370,612	Rs 30,884
B	Fixed Non- Cash Salary			
	Medical Insurance	-	Rs 5,000	Rs 417
	Employer Provident Fund	As per PF Act	Rs 21,600	Rs 1,800
	Gratuity	As per Gratuity Act	Rs 7,788	Rs 649
	Total (B)		Rs 34,388	Rs 2,866
C	Fixed Salary C = A+B		Rs 405,000	Rs 33,750
D	Variable Salary			
	Utilization Bonus	Payable Monthly	Rs 45,000	Rs 3,750
	Total (D)		Rs 45,000	Rs 3,750
E	Total CTC E=C+D		Rs 450,000	Rs 37,500

You are also entitled for Group Term Insurance coverage, which is addition to your CTC mentioned above in Annexure A



Group Term Insurance

You will be entitled to Term Life Insurance from Life Insurance Corporation of India. Details of the Scheme are mentioned below

Group Term Life Cover Scheme	
Insurer	Life Insurance Corporation (LIC)
Scope of Cover	Comprehensive Life Cover (Death due to any reason during the term of the policy)
Life Cover Sum Assured	1 time of Annual CTC subject to maximum 20 Lakh
Validity	1 Year (07/06/2023 to 06/06/2024)

Utilization Bonus*

You will be eligible for a performance linked monthly paid Utilization bonus. The Utilization Bonus will vary, primarily based on your performance and billing from the project in the given month. Utilization Bonus is set at Rs 45,000/- of your CTC. To be eligible for any bonus pay-out, you must not be on Performance Improvement Plan (PIP). Employer may amend or terminate the Utilization Bonus at any time.

Utilization Bonus calculation

If your utilization is 160 billable hours in the given month, you will be paid 100% of the monthly utilization bonus amount. In case, it is less than 160 hours in a given month, this amount will be calculated and paid on pro-rata basis.

Utilization Bonus Pay out

Month	Payout Month
January	February
February	March
March	April



Details of Annexure A

HRA:

House Rent Allowance is calculated at 50% of Basic Salary. The taxability will be as per prevailing Income Tax Act.

Employer Provident Fund Contribution:

GyanSys Provident Fund Contribution is calculated as per Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and other applicable Provident Fund Rules. Taxability of this component is based on prevailing Income Tax Rules.

Communication Allowance:

An allowance of Rs 3000 per month is payable on a monthly basis. (Rs 36000/- per annum). Tax benefits will be available as per the prevailing Income Tax Rules on submission of proofs. Communication Expenses can be claimed for one Post-paid mobile or one Land Phone. Telephone/ Mobile bills should be in the name of the Employee. Time to submit proof of documents shall be intimated time to time.

Uniform Allowance

An allowance of Rs 1600 per month is payable monthly (Rs 19,200/- per annum). Tax benefits will be available as per the prevailing Income Tax Rules on submission of proofs. Bills for the amount spent for the purchase of business formal/ Business casuals can be submitted as proof.

Statutory

Statutory Bonus payable as per The Payment of Bonus Act, 1965 is calculated at 8.33% of your Basic Salary. This component is paid out monthly and is fully taxable as per prevailing Income Tax Laws.

Special Allowance:

Special Allowance is the benefit provided to Employees after considering all other components in Salary.

Medical Insurance:

You will be entitled to Annual Floating Medical Insurance Coverage (Rs 3,00,000 coverage) for self and dependents limited to Spouse and 2 Children. You will also be entitled to Round-the-clock Personal Accident Insurance Coverage (Rs 5,00,000 coverage) for self. Actual amount may vary depending upon the number of dependents. Self-Coverage is mandatory, but you may opt for dependents.

Over Time Allowance:

Overtime Allowance will be calculated and paid out on a quarterly basis from January to December of current year. All billable hours above 480 will be considered for Overtime Allowance. This amount will be calculated at the rate of Rs 700 per hour.

Please refer and follow the guidelines to understand the process for availing Overtime Allowance as per the policy which is shared in the GyanSys ESS portal.

Over Time Allowance Pay-out

Quarter	Payout Month
January - March	May
April - June	August
July - September	November
October - December	February



Gratuity:

On completion of five years of continuous service with the company you will be eligible for the gratuity as per the payment of Gratuity Act. This amount will accrue to your account annually. The amount towards gratuity accrual is also a part of the above package.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

August 5, 2023

Signature

Date



General Instructions / Checklist of Documents

Dear Professional,

Congratulations and welcome aboard!!!

This checklist is to prepare you for your journey with us. The documents/material requested here are mandatory and must be carried along on your date of joining. Please carry photocopies of applicable documents as listed below.

Education		
Graduation		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Post-Graduation		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Professional [CA/CS/ICWA/etc.] *		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Membership Number allocation proof/document [if applicable]	<input type="checkbox"/>	
Employment		
Relieving Letter or Service Certificate [All Prior Employment(s)]	<input type="checkbox"/>	
Previous Employment Last Payslip	<input type="checkbox"/>	
Last Employer Relieving letter/Service certificate	<input type="checkbox"/>	
Form 16 for the Current Financial Year or the Salary Certificate*	<input type="checkbox"/>	
General		
Photocopy of PAN card is mandatory and should be submitted on your day of joining**{non-PAN card holders, please apply immediately}	<input type="checkbox"/>	
Photocopy of Aadhar is mandatory and should be submitted on your day of joining.	<input type="checkbox"/>	
2 Passport Size Photographs	<input type="checkbox"/>	
Photocopy of the Passport*	<input type="checkbox"/>	
Candidate Blood Group Information	<input type="checkbox"/>	
Additional Documents - If any	<input type="checkbox"/>	

* If applicable

** Very important and Critical document

We look forward to you joining us, where the BEST chooses to be.



Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement

This Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") is effective as September 6, 2023.

BY AND BETWEEN:

GyanSys Infotech Private Limited, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at ITPL, 8th Floor, Inventor Building, Whitefield, Bengaluru - 560066, hereinafter referred to as "Employer", (which shall be deemed to mean and include its successors and assigns); and

Sharmila jansy.p

Full Name: _____

hereinafter referred to as "I" or "me" or "my" (as the context may require), (which shall be deemed to mean and include my heirs, legal representatives, executors, and administrators).

1. GENERAL

We are working together to build a world-class organization. It is hence important that the atmosphere and environment we create together enhances the potential and capability of each one of us. These service conditions aim to build a strong professional work environment based on the strong foundations of integrity and ethics.

I understand that I shall always maintain absolute integrity and devotion to duty. If I hold a senior or managerial position, I shall take all possible steps to ensure the integrity and devotion to duty of all personnel within my control and authority. I understand that I shall not act in a manner that is prejudicial to the interests of, or that brings disrepute to, the Employer or its Connected Entities (as defined in Section 3 below). At all times, I shall be bound by and shall comply with the Code of Ethics and Professional Conduct of the Employer.

2. STATEMENT OF FACTS - VISIBLE PRACTICE OF INTEGRITY

I understand that the Employer's offer to employ me is made based on, among other things, the proficiency of professional skills that I have declared to possess as per my resume.

I shall not at any point in time furnish false information regarding personal details such as name, age, contact address or professional information, including, but not limited to, qualifications, ability, previous service, or any other matter germane to my employment with the Employer, at the time of employment or during employment. The employer has right to confirm the information provided by me at any time and from any source. If, later, any of my statements are found to be false or misleading, the Employer shall have the right to terminate my services forthwith.

I understand that I am expected to follow the letter and spirit of all applicable taxation laws, rules and regulations and uphold the values of honesty and integrity in all my actions. During doing so, I shall claim only actual expenses and ensure compliance with the applicable tax laws in letter and spirit.

Any enhancement of compensation and benefits will be based on my performance and would be at the discretion of the Employer. In case my performance falls short of minimum standards set by the Employer, the Employer shall have the right to terminate my employment forthwith.



3. CONFIDENTIALITY

I understand that, by my employment, I will acquire and be exposed to, have access to, make use of, create and/or add to Proprietary Information and Personally Identifiable Information ("PII", as hereinafter defined). "Proprietary Information" includes all ideas, information, and materials, tangible or intangible, not generally known to the public, relating in any manner to the business of the Employer or a Connected Entity (as hereinafter defined), its personnel (including partners, principals, members, officers or employees), clients and prospective clients, vendors, suppliers, independent contractors, subcontractors, agents or others with whom the Employer or a Connected Entity does business that I learn or acquire during the period of my employment with the Employer.

Proprietary Information therefore includes, but is not limited to, manuals, documents, research notes, drafts, software, source code, methodologies, business processes, inventions, compilations of technical data, databases, client or prospective client lists, information relating to the development or maintenance of client relationships and good will, names of suppliers, specifications, designs, business or marketing plans, forecasts, financial information, personnel information or lists, work in progress, and other technical or business information, whether prepared by me or others for the Employer or a Connected Entity, or received by me or others for the Employer or a Connected Entity. Proprietary Information does not include basic programming or accounting know-how that is generally known and used within the software industry or accounting profession.

"PII" means information relating to an identified or identifiable natural person, excluding business contact information, that I acquire, am exposed to, have access to, or make use of about my employment with the Employer, whether in written, oral, electronic, or other form, and any copies thereof. An identifiable person is a person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural, or social identity. Examples of PII include, but are not limited to, the following: account number (bank account, credit card, etc.), address, biometric identifier, license or identification number, date of birth, government identifiers (such as social security numbers), name, personnel number, photograph or video identifiable to an individual, vehicle identifier or serial number, and may also include other information related to an individual that may directly or indirectly identify the individual (e.g. salary, performance rating, purchase history, call history, etc.).

"Connected Entity" as used in this Agreement shall mean GyanSys Infotech Pvt Ltd, India and any corporation, partnership, limited liability Employer or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by the Employer, GyanSys Inc, USA or its subsidiaries (whether located in the U.S., India or any other country)(ii) controls, is controlled by or is under common control with a GyanSys Entity; or (b) in which any partner, principal, member, officer, employee or other personnel of a GyanSys Entity participated on behalf of, or carried out any duties with respect to the affairs of a GyanSys Entity. For purposes of this Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

I agree to hold in trust and confidence all Proprietary Information and Personally Identifiable Information during and after the period of my employment with the Employer. I will not disclose any Proprietary Information and Personally Identifiable Information to anyone outside the Employer or a Connected Entity without the prior written approval of an ***Authorized Representative*** of the Employer or use any Proprietary Information or Personally Identifiable Information for any purpose other than for the benefit of the Employer or a Connected Entity as required by my authorized duties for the Employer. Upon termination of my employment with the Employer (a) I will not use or disclose Proprietary Information or Personally Identifiable Information, whether in documentary or digital form or committed to memory or in any other form, for any purpose ; (b) I will not retain or take with me any Proprietary Information or Personally Identifiable Information in a tangible form; and (c) I will immediately deliver to the Employer any Proprietary Information and Personally Identifiable Information in a tangible form that I may then or thereafter hold or control. "Tangible" form includes written or graphic form, on a computer disc, USB drive or other medium, on a website, or otherwise stored in or available through electronic or other form.

I agree to keep confidential any information or manuals relating to the Employer's compensation and benefits schemes that may become known to me as an employee of the Employer. I agree to maintain the utmost secrecy regard to the compensation and benefits package of any other employee of the Employer or any Connected Entity



that becomes known to me during employment, and I shall not discuss it with any colleague, except on a need-to-know basis. I agree that during the term of my employment with the Employer, I shall not improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity, and that I will not bring into any of the premises maintained by the Employer or a Connected Entity, or otherwise provide to the Employer or a Connected Entity, any unpublished document or proprietary information belonging to any such employer, person or entity without the prior written authorization of such employer, person or entity. If I receive such an authorization, I will send a copy to the Authorized Signatory.

An ***Authorized Representative*** is the Director Human Resource for the Employer or a Connected Entity located in India or his or her designee.

4. EXTERNAL COMMUNICATIONS

I agree that I shall not, either directly or indirectly, during or after my employment, communicate to any public papers, on internet, journals, social media, pamphlets or leaflets, or cause to be disclosed at any time, either verbally or in writing, any information or documents, official or otherwise, relating to the Employer or a Connected Entity, including, without limitation, any Proprietary Information or Personally Identifiable Information, except with the prior written approval of management of the Employer.

5. INTELLECTUAL PROPERTY RIGHTS

I hereby agree that, except with respect to Personal Works (defined below), the Employer or a Connected Entity owns all rights, title, and interest in and to all work performed, and all materials, creations, designs, technology, discoveries, inventions, ideas, information, and other tangible or intangible matter (whether or not patentable or copyrightable), conceived, developed or created by me, alone or with others, during the period of my employment with the Employer, including, but not limited to, all related copyright, trade secret, patent, trademark, and other intellectual property rights (the "Creations"). To the maximum extent permitted by applicable law, the Creations shall be deemed works made for hire under India copyright or applicable laws or any equivalent laws of applicable foreign jurisdictions, and all rights, title, and interest in and to the Creations shall vest automatically in the Employer or a Connected Entity, as determined by the Employer.

I hereby assign and irrevocably agree to assign all right, title, and interest including, but not limited to, patent, copyright, trade secret, trademark, and other proprietary rights, in and to such Creations to the Employer or a Connected Entity, as determined by the Employer (as to copyright, to the extent such Creations are held not to be works made for hire under applicable law). The Employer or a Connected Entity, as determined by the Employer, will have the sole right, in its own name, to obtain, hold, register, and otherwise perfect, protect and enforce (including bringing actions for past or future infringement of) all rights relating to the Creations, including, but not limited to, any renewals or extensions thereof.

I will (a) promptly notify the Employer in writing of any Creations, and deliver to the Employer the tangible form of all Creations (including any copies); and (b) provide the Employer and any person designated by the Employer or a Connected Entity, at the expense of the Employer or a Connected Entity, any assistance and cooperation requested by the Employer or a Connected Entity to obtain, hold, register, and otherwise perfect, protect, and enforce (including bringing actions for past or future infringement of) all rights relating to the Creations, including, but not limited to, executing written instruments and serving as a witness. If, in breach of my obligations under this Agreement, I use any Creations or Proprietary Information in conceiving, developing or creating any materials, creations, designs, technology, discoveries, inventions, ideas, information or other tangible or intangible matter after termination of my employment with the Employer, I acknowledge and agree that such tangible or intangible matter constitutes, at the sole discretion of the Employer or a Connected Entity, Creations subject to the assignment requirement, and the other terms and conditions, of this Agreement.

Only a Creation that meets all of the following criteria would be considered a personal work ("Personal Work"): (a) it is conceived, developed, and created by me on my own time without using the equipment, supplies or facilities of the Employer or a Connected Entity or any Proprietary Information or other Creations, (b) it is unrelated to the actual or reasonably anticipated business or research and development of the Employer or a Connected Entity of which I am or become aware, and (c) it does not result from any work performed by me for the Employer or a Connected Entity. The obligations noted above in paragraph 5 do not apply to Personal Works.



I will not provide Employer or a Connected Entity with any Personal Works without prior written authorization of the Employer.

Any assignment of copyright hereunder includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively "Moral Rights"). If, despite the above, I am deemed under applicable law to retain any rights including without limitation any Moral Rights, I hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, I grant, and agree to grant, to the Employer or its designees the exclusive, perpetual, irrevocable, worldwide and royalty-free license to use, modify and market such rights, without identifying me or seeking my consent. I agree that my obligation to render any cooperation for the foregoing shall continue even after termination of my relationship with the Employer.

Upon demand by the Employer, I shall immediately deliver /hand over all information/ material relating to the Creations in my possession, in a tangible form and to the satisfaction of the Employer or Connected Entities.

6. CONFLICT OF INTEREST

Any position with the Employer calls for whole time employment and I agree to devote myself exclusively to the business of the Employer.

During my period of employment, I will not directly or indirectly, participate in or in any way render services or assistance to any business, whether for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of the Employer or a Connected Entity, or otherwise create a conflict, or the appearance of a conflict, of interest with the Employer or a Connected Entity. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of the Employer or a Connected Entity, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having any outside employment, having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with the Employer or Connected Entity, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

7. NON-SOLICITATION

The following non-solicitation provisions are designed to protect the investment of the Employer and all Connected Entities in their clients and employees, valid business needs in today's competitive marketplace. Nevertheless, this Agreement is not intended to limit an employee's ability to pursue a professional career upon leaving the Employer.

- a. **Non-Solicitation of Clients.** I acknowledge that, because of the nature of my work for the Employer or a Connected Entity, my solicitation or serving of certain clients related to my work for the Employer or a Connected Entity would necessarily involve the unauthorized use or disclosure of Proprietary Information of the Employer or a Connected Entity, and the proprietary relationships and goodwill of the Employer or a Connected Entity, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or any Connected Entities with the laws, rules and regulations of the U.S. or India, or independence-related requirements of a government regulatory body. Accordingly, during the period of my employment with the Employer and for two years thereafter, I will not, directly or indirectly, solicit or provide services to any client of the Employer or a Connected Entity to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my employment with the Employer.

In this regard, I acknowledge and agree that the market for the kinds of services I rendered or will render as part of my work for the Employer or a Connected Entity reaches throughout, and in certain instances beyond, India and that the Proprietary Information which has been and will be provided to me relates to similar kinds of services rendered by the Employer or a Connected Entity throughout, and in certain instances beyond, India and therefore the geographic scope of this Agreement is reasonable and is designed to protect the Employer's or a Connected Entity's legitimate business interests in the preservation of Proprietary Information.



- b. Non-Solicitation of Personnel.** I acknowledge that, because of the nature of my work for the Employer or a Connected Entity, my solicitation or hiring of any partner, principal, member, officer or employee of or any contractor to the Employer or a Connected Entity, or my participation in their hiring, admission or retention, as the case may be, would necessarily involve the unauthorized use or disclosure of Proprietary Information of the Employer or a Connected Entity, and the proprietary relationships and goodwill of the Employer or a connected Entity. Accordingly, during the period of my employment with the Employer and for two years thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any partner, principal, member, officer or employee of the Employer or a Connected Entity to leave the Employer or a Connected Entity, or to join any firm or business with which I may be or become affiliated, or (b) participate in the hiring or admission of any partner, principal, member, officer or employee of the Employer or a Connected Entity, or (c) cause a contractor of the Employer or a Connected Entity to cease providing services to, with, or on behalf of the Employer or such Connected Entity.

8. AUTHORIZATION

Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about Employer, the business and plans, various client-related projects etc.

9. SECURITY

Security of Proprietary Information, Personally Identifiable Information and other data (refer to Annexure C* on Information Security Policy) are important aspects of our business and a basic expectation of our clients. In recognition of this responsibility towards our clients and business, I agree to adhere to the following conditions always:

Proprietary Information or Personally Identifiable Information is available to me on a need-to-know basis for specified groups based on my roles and responsibilities. The network file server access is permitted on an as-required basis only. Access to these is authorized through access privileges approved by designated personnel of the Employer or a Connected Entity.

Internet access is available to me for completing my work responsibilities and browsing sites of professional interest. I understand that I am expected to adhere to Employer requirements related to downloading of copyright information, security of the Employer network and office decorum.

The communication security may be maintained by controlling physical access to computer systems, disabling all workstation CD, USB Storage Pen drives or hard disks and Employer-wide communications to heighten awareness of the need for protection of intellectual property and sensitive customer information.

Access to the network, development environment and E-mail Server of the Employer or a Connected Entity is through an individual's password. In the interest of security, I agree to utilize this facility and maintain confidentiality of the same.

In the interest of security, I shall not install, download, copy or duplicate any unauthorized or unlicensed software, programs, games, attachments on any computer system of the Employer or a Connected Entity.

I am expected to be responsible for the security of official documents/ manuals and such material that may come to me during various assignments. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it.

I am required to display my identity card to the security personnel of the Employer or a Connected Entity on demand and always within the office premises. Any equipment taken out of the office premises will require a gate pass duly authorized by the designated personnel of the Employer or a Connected Entity. * The Information Security Policy will be provided for your review and acceptance on or before the day of your joining the Employer.



10. USE OF EMPLOYER OR CONNECTED ENTITIES RESOURCES AND RETURN OF PROPERTY

I understand that I shall be responsible for the safekeeping and good condition and order of all the property of the Employer or a Connected Entity that is entrusted to my care and charge. I may use the resources of the Employer or a Connected Entity only for official purposes.

Unless otherwise agreed by the Employer in writing, upon termination of my employment for any reason, in addition to the return of Proprietary Information and Personally Identifiable Information as set forth in Paragraph 1, I agree to return to the Employer or a Connected Entity all Creations and all other property, equipment, credit cards, documents, records, lists, files, and any and all other materials of the Employer or a Connected Entity, including, without limitation, computerized or electronic information that is in my possession or control as of the date on which my employment is terminated, and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment (the "Property").

The Property shall be delivered to the Employer or a Connected Entity at any location designated by the Employer or a Connected Entity, at my expense, within One (1) business day after the termination of my employment or on an alternate date designated by the Employer or a Connected Entity. I further agree to allow the Employer or any Connected Entity to inspect any of my personal or home computers to determine whether any Proprietary Information, Personally Identifiable Information or Property belonging to the Employer, or a Connected Entity resides on such computers and to permit the Employer or a Connected Entity to remove such Proprietary Information, Personally Identifiable Information or Property from such computers.

11. NOTIFICATION

I agree that prior to accepting employment or affiliation with another firm or business, I will advise such firm or business of my duties and obligations under this Agreement. After my employment with the Employer ends, I agree that the Employer or a Connected Entity shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Agreement.

12. FUTURE COOPERATION

Upon termination of my employment for any reason, I will cooperate with the Employer or a Connected Entity in all matters relating to the completion of pending work on behalf of the Employer or a Connected Entity and the orderly transfer of work to partners, principals, members, officers or employees of the Employer or a Connected Entity. I will also cooperate fully with the Employer or a Connected Entity about any threat of or actual legal proceeding against the Employer or a Connected Entity or any client, customer or licensor of the Employer arising out of any matter with or of which I have had contact or knowledge during my employment.

13. CERTIFICATION

I agree that during the period of my employment with the Employer I will be requested, provide written certification in such form as the Employer may require that I have complied with my obligations under training and certification Agreement.

14. REMEDIES

I acknowledge and agree that a breach of this Agreement would cause irreparable harm to the Employer or a Connected Entity and that, in addition to other remedies, the Employer on behalf of itself or a Connected Entity is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, the Employer or a Connected Entity will be entitled to the payment of the Employer's or Connected Entity's reasonable costs and attorney's fees incurred in enforcing this Agreement.



15. APPLICABLE LAW AND JURISDICTION

I Understand the Employer may depute me overseas for on-site work or to any other location in India.

I irrevocably submit to the exclusive jurisdiction of any competent courts situated in Bangalore only, concerning any dispute arising out of my employment or relating to this Agreement, and I waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

16. MISCELLANEOUS PROVISIONS

The above terms and conditions are based on, and should be read in conjunction with, the Employer policies, procedures and other rules currently applicable. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, guidelines would be posted on the Employer's policy portal for employee reference. All future communications would be deemed to have your prior consent. The Employee shall also abide by all other rules and regulations of the Employer as shall be in force, from time to time.

Except as set forth in the following sentence, I acknowledge and agree that this Agreement contains the entire understanding between the Employer, each Connected Entity and me with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter. Notwithstanding the foregoing, I acknowledge and agree that any written agreement between the Employer or any Connected Entity and me with respect to the subject matter hereof that was signed by me prior to the date hereof shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the date hereof.

The rights and benefits of the Employer under this Agreement shall be transferable, and all provisions of this Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me and shall inure to the benefit of any Connected Entity to which I may transfer during my employment with the Employer or the Connected Entity, provided, however, none of my duties or obligations under this Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignment in violation of this paragraph shall be null and void.

I understand that my post-employment obligations in sections 3, 4, 5, 7, 8, 11, 12, 13, 14, 15 and 16 of this Agreement will survive the termination of this Agreement. The provisions noted above explain the length of such post-employment obligations, some are limited in time and others are of unlimited duration.

For **GyanSys Infotech Pvt Ltd**



Human Resources
Authorized Signatory

I accept all the terms and conditions of the Employer as stipulated in this Agreement.

Signature

Sharmila jansy.p

Full Name

19

Date: 30-06-2023

Dear Shilpa N ,

Sub: Letter of Offer

We are pleased to offer you a position of a “**Software Engineer**” in our Company on contract basis from July 1, 2023 to June 30, 2023 which may be extended further.

Your compensation & benefits are as per Annexure A attached herewith. Your salary is strictly confidential.


You will be eligible for benefits/statutory contributions as per the Company’s policies, i.e., PF Employer contributions as per Employee’s Provident Scheme, 1952, ESI (If applicable) as per Employee State Insurance Act 1948.

Your services may be terminated at any time by giving 30 days’ notice, by either side. The period of such notice is to be counted from the day such notice is received. In the event of your resigning from the Company’s services without giving 30 days’ notice, you are bound to pay your one-month’s gross salary to the Company. However, the Company, on its sole discretion, may relieve you earlier than the date requested by you.

We look forward to having you on board and the significant contribution you will make to the continued success of Duru Cooperation Private Limited. Please acknowledge your acceptance of this offer by signing the duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited




Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name : Shilpa N

Signature :

Date :

Date: 30-06-2023

Dear Shilpa N ,

This is with reference to the letter of offer made by us dated 30th June 2023.

You are being deputed to work as intern with our client, M/s. LG Soft India at Bangalore with Stipend of Rs. 25,000 PM, till further notice from us. Please find the details below.

Contact Person: **Ms. Ritika Mathur / Ms. Shobha Kammar**

Address:

M/s. LG Soft India Private Limited
Embassy Tech Square,
Marathahalli-Sarjapur Outer Ring Road,
Bangalore – 560103.
Ph: 080-6615 5020

Please acknowledge your acceptance by signing the duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited



Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name : Shilpa N

Signature :

Date :



July 11, 2023

Sowmya D N

Dear Sowmya D N ,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Associate Technical Support Engineer**. In this capacity you will be reporting to **Shirin Sasidharan**. This offer is subject to your acceptance of the following terms and conditions:

Annual Base Salary: You will receive an Annual Base Salary of **INR 790,104** as set out in Annexure A hereof payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

In addition to the Annual Base Salary, the company will provide you with additional compensation and benefits components as set out in **Annexure A** to this letter ("Compensation Package")

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **12%** of your eligible base pay. The bonus payment you receive will depend on VMware's achievement of its corporate goals and your individual performance, as determined by management. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period. You must be employed on the bonus payment date to be eligible for a bonus payment. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

The base salary and On Target Earnings (if you are on a sales commission plan) provided in this offer letter is dependent upon your work location where you will perform your job duties as described in your Employment Contract. If you request to change your primary work location, you must first receive VMware approval in accordance with company policies. If you receive approval and relocate to another location, then your compensation and benefit arrangements will be re-evaluated and subject to change in accordance with VMware policies and applicable law.

Joining Bonus: A one-time sign-on bonus of **INR 75,000** less legal deductions will be paid within 45 days of your date of hire. If you terminate employment within your first year, you will be responsible for the reimbursement of the total amount of this bonus.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.

Site of Employment: The initial place of posting will be **Bangalore, India**. However, the company may, in its business interests, transfer you to any of its other offices in India or overseas, on such terms and conditions as are applicable as on the date of transfer.



You may also be deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time, on such terms and conditions that are not less favorable than as contained in this offer letter.

You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Hours of work: You will be required to work, from Monday to Friday, for not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing your duties competently, without extra remuneration. Should your position in the Company fall within a 24/7 operation, you will be required to work non-standard shifts including nights, weekends and/or statutory holidays, or alternate work arrangements, as determined by the Company. You may also be required to participate in an on-call rotation and carry an appropriate communication device for the same from time to time. Any change in work arrangement will be communicated at a later date as applicable.

Probation Periods: You will be required to serve a probationary period of six (6) months which period may, at the sole discretion of the Company, be extended for such further periods as the Company may consider fit. Your employment may be terminated at any time during the probationary period by either party by giving thirty (30) days written notice to the other party. The Company may, however, elect to pay you your salary in lieu of part or all of the notice period.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company. Further, we have taken note that you are not bound by any competitive clauses by your current employer that would impact your availability and your ability to fully perform your obligations under your employment contract with the Company from the first day of employment.

Terms of Termination: After the conclusion of the probationary period, your employment may be terminated by either party at any time by giving thirty (30) days written notice to the other party. The Company may elect to pay you your salary in lieu of part or all of the notice period.

Your employment may, however, be terminated immediately and without notice at any time if you engage in serious misconduct, willfully or materially breach this agreement or are charged with any criminal offence which in the reasonable opinion of the Company brings the Company or any of its customers, partners or related entities into disrepute.

Effect of Termination: Upon expiry of this agreement pursuant to sections on Termination and Probation, you shall not be entitled to any compensation (other than salary for the days worked), severance pay, or indemnity whatsoever.



Policies and Procedures: You must comply with any policies and procedures (as amended from time to time) of the Company. Your employment is subject to the policies and rules of the Company as amended from time to time.

Entire Agreement: This Agreement, along with the VMware Offer Annex, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

E-Signature – Validity and Counterparts: Both You and the Company agree that the electronic (digital and/or encrypted) signatures of either party included in this Agreement is intended to authenticate their due consent to this agreement (including its annexures and exhibits) in writing and to have the same force and effect as original signatures by hand and accordingly, this Agreement may be executed by electronic signature and shall be considered as an original signature by hand for all purposes. Delivery of a copy of this Agreement (including its annexures and exhibits) or any other document contemplated hereby bearing an original or electronic signature by facsimile transmission or by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature. Without limitation, “electronic signature” shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

Conditions: The present agreement shall be interpreted and given effect exclusively in accordance with the laws of India. The parties agree to submit to the jurisdiction of the court of law in India, with respect to the adjudication of any dispute arising hereunder.

This offer of employment and your commencement and continuation of employment with VMware is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with VMware in India; and
- (b) VMware’s satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history. Any false information provided by you or at your request at any stage of the hiring process may result in revocation of this offer of employment or immediate termination of your employment with no payment in lieu of notice or any other compensation to you, as applicable.

Please note that as a subsidiary of a US technology company, VMware is subject to certain restrictions on hiring nationals of the following countries: North Korea, Syria, Libya, Iran, Sudan, and Cuba. If you are a national of one of these countries, as a condition of this offer of employment, you are required to immediately notify the HR Shared Services Team at apachrss@vmware.com to enable them to determine if any such restrictions apply and their impact on your potential employment with VMware.

We are pleased to have you as a member of the Company and we look forward to working with you. We hope you will find VMware a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter along with the signed VMware Confidentiality Information and Inventions Assignment Agreement and your proposed start date as confirmation of your acceptance of the terms set out within these documents. This offer expires 7 days from the date of this letter. If you do not accept or start by the required date, VMware reserves the right to withdraw this offer of employment.



Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Department.

Best Regards

A handwritten signature in black ink that reads "Teena Gomes". The signature is written in a cursive style with a horizontal line underneath the name.

Teena Gomes,
Director, Regional HR Services



Annexure A Compensation and Benefits

Name: Sowmya D N
Position: Associate Technical Support Engineer

PARTICULARS - AMT in INR (Per Annum)

- (i) ANNUAL BASIC SALARY: 395,052
- (ii) FLEXI BENEFIT PLAN: 395,052
- (iii) BASE SALARY (i)+(ii): 790,104
- (iv) TARGET BONUS (12%): 94,812
- (v) ON-TARGET EARNINGS (iii) + (iv): 884,916

Gratuity: You are entitled to a gratuity payment as per the provisions of the Payment of Gratuity Act, 1972 and any applicable Company policy.

Provident Fund: You will be required to subscribe to the applicable provident fund scheme. The Company will contribute towards the Provident Fund as required and published by the Indian Government from time to time.

Domiciliary Medical: This will be paid on a monthly basis and will be subject to exemptions available under the Income Tax Act and the respective schemes as published by the Indian Government from time to time.

Group MediClaim Insurance: All employees are covered under group MediClaim insurance, as per the Company policy. Under current policy, employee and dependents are covered up to INR 500,000 per year on a family (1+5) floater basis. The term family includes employee, spouse, children (up to 2 children) and parents.

An additional coverage of INR 200,000, INR 300,000, INR 500,000, INR 1,000,000 and INR 1,500,000 over and above the INR 500,000 per year coverage is available. The benefits of the policy are the same as the existing policy. The cost of incremental coverage will be borne by the employee.

Medical insurance cover for employee and dependents as declared at the time of joining by employee will be effected by default from the date of joining the Company. To facilitate prompt enrollment, employees are required to provide all information necessary for the insurance policy immediately on joining.

Mid-term inclusion and insurance coverage for newly married spouse and newborn infant is allowed. To facilitate prompt enrollment, employees are required to provide/update all necessary information with insurance company within 30 days of the event (marriage/ childbirth).

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Group Term Life Insurance: All employees are covered under group term life insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The term insurance cover for employees is covered from date of joining the Company.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.



Group Personal Accident Insurance: All employees are covered under group personal accident insurance, as per the Company policy. Under current policy, employees are covered up to 2 times of CTC with a minimum of INR 500,000 per year. The personal accident insurance cover for employees is covered from the date of joining the Company. The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

Employee Deposit Linked Insurance(EDLI): All employees are covered under EDLI, as per “The Employees’ Deposit-Linked Insurance Scheme, 1976” under the EPFO Act. This amount is subject to any changes published by the Indian Government from time to time.

The scheme is discretionary and the Company reserves the right in its absolute discretion to amend the scheme without prior notice.

For detailed information, please refer to policies on the VMware intranet. Company benefits and policies are subject to withdrawal, change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.

**ACCEPTANCE**

I have read, understood and accept the terms and conditions of the above Offer Letter including the compensation package relating to my services and employment with VMware Software India Private Limited.

{{Sig_es_ :signer1:signature _____ }}
Employee Signature

{{Date1_es_ :signer1:date:format(date,"mmm dd, yyyy")}}
Date

{{*N_es_ :signer1:fullname _____ }}
Employee Name

{{*TentativeStartDate5_es_ :signer1:isdate(format="mmm dd, yyyy")}}
Tentative Start Date

Instructions:

1. Electronically sign and date this letter.
 - a. VMware India Confidential Information and Inventions Assignment Agreement
 - b. VMware India Securities Policy
 - c. VMware India Data Privacy Authorization for New Hires
 - d. VMware India Anti-Harassment Policy
 - e. VMware New Hire Privacy Agreement
 - f. Global Respectful Workplace Policy
 - g. VMware Business Conduct Guidelines and Receipt and Acknowledgement



July 11, 2023

Dear Sowmya D N

Additional Employment Terms– Future of Work For A Flexible Worker

As you are aware, VMware, Inc. and VMware Group Companies (as defined in the Employment Agreement, or if this term is undefined, VMware Group Companies means any subsidiary, holding company or parent company of VMware, Inc. or any subsidiary thereof or company within the VMware group of companies) (collectively referred to in this Letter as 'VMware') are seeking to implement its distributed working philosophy globally. As a result, VMware Software India Private Limited (the "Company" or "we" or "us") is proposing to make certain changes to the terms of your employment to reflect the fact that following the commencement of your employment with us, you will be designated as a **Flexible** worker, as set out in this contract variation letter ('Letter'):

1. Introduction

1.1 You are employed by the Company pursuant to the employment agreement which accompanies this Letter (the "Employment Agreement").

1.2 The terms set forth in this Letter:

1.2.1 Will apply to your employment with the Company and any terms relating to the matters contained within this Letter in the Employment Agreement will be varied accordingly to the extent provided for in this Letter;

1.2.2 Shall be read in conjunction with VMware's Global Distributed Work Policy (the 'Policy'), which is non-contractual and subject to amendment or withdrawal at VMware's sole discretion. The Policy sets out additional information in relation to **Flexible** working (as defined in section 1.1 of the Policy) that is imperative to the conduct of your role. You agree that you have read, understood and will comply with the terms of the Policy and you understand that failure to do so may result in disciplinary action being taken in respect of your employment including, but not limited to, termination of employment; and

1.2.3 Are subject always to any extenuating circumstances outside of the Company's control which necessitate alternative working arrangements, including Government and Authority requirements, guidance or directions.

1.3 For the avoidance of doubt, in the event of any conflict between the Employment Agreement and the terms in this Letter, the terms in this Letter, to the extent that they vary the terms in the Employment Agreement, shall prevail.

2. Scope

2.1 For the purposes of the Policy, you will be designated as a **Flexible** employee.

2.2 The terms of this Letter will be effective from the commencement date set out in your Employment Agreement and until amended or terminated in accordance with clause 9 of this Letter or as otherwise agreed in writing between you and the Company.



3. Place of Work

3.1 In accordance with the Policy, you will be assigned to the **Bangalore, India** site (“Assigned Site”) and shall be required to work from this site on days/times as designated by the Company from time to time. The Assigned Site will be recorded as your “Work Contact Information” in Workday. The Company reserves the right to vary the Assigned Site on a temporary or permanent basis.

For working time outside of that which is performed at your Assigned Site, you will work from any suitable location for the proper performance of your duties. You shall communicate the primary location of any such work to the Company, currently via Workday as your “Home Contact Information “ address. You are required to keep the primary location of your work in Workday up to date.

You may be required from time to time to visit and work at such other locations, including VMware sites, and for such times as the Company and/or your manager considers necessary for the proper performance of your duties. You understand and agree that you will be required to attend a VMware premises as and when business needs dictate such attendance.

3.2 The location where you perform your duties is required to be in **Bangalore** unless an alternative arrangement is specifically agreed in writing with the Company.

3.3 You are required to inform the Company as soon as possible if you plan to change your primary residence and you understand and agree that it is your responsibility to keep the Company updated in respect of your primary residence. You understand and agree that any failure to promptly disclose a change in your primary residence could result in disciplinary action including, but not limited to, termination of your employment. Where you plan to change your primary residence for any reason you are required to request prior approval for the continuation of the **Flexible** arrangement, or to seek an alternative working arrangement, in advance of you moving to the new primary residence. In such circumstances, the Company reserves the right to determine that the existing **Flexible** arrangement is consequently no longer appropriate, or to decline your proposed alternative arrangement, and require you to change to a working arrangement that is suitable to business needs and end your **Flexible** arrangement. You may be asked to sign a new document setting out any revisions to your existing arrangement.

3.4 You confirm that you are not in breach of any covenant or agreement when working from your primary residence. You confirm that where relevant, you have obtained all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.

3.5 If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

4. Hours of Work

4.1 Your normal hours of work are set out in your Employment Agreement. You may be required to work such additional hours as may be necessary for the proper performance of your duties without extra remuneration.

4.2 Where applicable, you are required to accurately record and report all hours worked in the normal way and in accordance with your Employment Agreement, the Company’s and VMware’s policies, and/or legal requirement.



4.3 You are responsible for regulating your own working time and taking necessary breaks as required by law. If you require any information in relation to your responsibilities in this regard, please contact apachrss@vmware.com.

5. Salary

5.1 You acknowledge and agree that your pay may vary in accordance with the terms of VMware's Compensation and Mobility Policy for Employee Requested Moves and any other relevant VMware or Company policy relating to pay zones (as in force and amended from time to time in VMware's sole discretion, "Pay Zone Policies"). As such, the Company reserves the right to adjust your pay in future in accordance with the Pay Zone Policies and applicable local law.

6. Confidentiality, Data Protection and Intellectual Property

6.1 All existing Confidentiality, Data Protection, Data Security and Intellectual Property obligations that you owe to the Company and VMware and where contained in the Employment Agreement or otherwise (including, but not limited to, in the Global Data Privacy Policy and the Acceptable Use Policy) remain unaffected by this Letter and are re-iterated in their entirety. You must read these policies and ensure that you comply with them in carrying out your work.

6.2 You are reminded of your obligation to notify the Information Security Operations Center (SOC@vmware.com) immediately upon becoming aware of a data breach.

7. Health and Safety

7.1 You agree to comply with all applicable health and safety laws as well as guidelines, instructions and/or policies which the Company or VMware may give to you from time to time (including the applicable terms of the Policy) and to complete without delay all health and safety risk assessments/questionnaires and/or trainings that the Company may send to you from time to time. Subject to applicable law, you are expected to take ownership of your safety and are encouraged and empowered to report any health and safety concerns to the Health & Safety Team (health_safety@vmware.com) or your manager.

8. Policies

8.1 You agree to continue to comply with all non-contractual Company and VMware policies, including (but not limited to) the Policy, Respectful Workplace Policy, Global Data Privacy Policy, Acceptable Use Policy, Compensation and Mobility Policy, Global Business Conduct Guidelines, Information Security Policies, and any other policies extended to you in your Employment Agreement or otherwise made available to you by the Company or VMware, all from time to time in force and which are available from the VMware Source Page. You must read these policies and ensure that you comply with them in carrying out your work. You understand and agree that any failure to comply with such policies could result in disciplinary action including, but not limited to, termination of your employment.



9. Termination of Flexible working

9.1 If at any time the Company, in its reasonable judgement, considers **Flexible** working arrangements to be unsatisfactory or the requirements of your work change such that **Flexible** working is no longer appropriate, in light of the Company's business needs, the Company may at its reasonable discretion give you reasonable notice, or may immediately in exceptional business circumstances, terminate and/or change your **Flexible** working arrangement to a different work arrangement, to a reasonable extent as business needs may justify.

9.2 On reasonable notice, you may request to change your current arrangement as a **Flexible** worker to a different work arrangement and to end **Flexible** working subject to Company approval, which shall be exercised reasonably and in accordance with business resources at the applicable time and the Company's policies. The Company may, at its sole discretion, consider your request however the Company shall not be under an obligation to change or end your **Flexible** working arrangement based on your request.

10. Monitoring

10.1 Subject to applicable law, the Company reserves the right to monitor your working time and the use of Company and VMware information and information systems in accordance with the VMware Acceptable Use Policy.

11. Right to Enter

11.1 You consent to the Company's representatives, at reasonable times and on reasonable notice, entering your primary residence to:

- 11.1.1 install, inspect, replace, repair, maintain or service Company property during your employment;
- 11.1.2 carry out health and safety risk assessments of Company property and your workstation during your employment; and
- 11.1.3 recover Company property on or after termination of your employment.

12. Miscellaneous

12.1 The changes to the Employment Agreement as set out above will be permanent changes to your terms and conditions of employment. You will have no right to revert back to your previous working pattern unless permitted by the Company in accordance with clause 9.2 above.

12.2 You agree to immediately return any property belonging to the Company or VMware on termination of your employment (howsoever arising) and the Company reserves its right, where permitted by applicable law, to deduct from your salary, or any other sums owed to you, any equivalent monies owed to the Company or VMware for failure to return any such property.

12.3 Unless explicitly varied by the terms of this Letter, all other terms and conditions set forth in the Employment Agreement will remain valid and unaffected by these changes.



12.4 This Letter and your Employment Agreement (and any amendments or documents referred to in it) constitutes the entire agreement between you and the Company and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between you and the Company, whether written or oral, relating to its subject matter.

If you agree to these changes to your Employment Agreement, please indicate your acceptance by e-signing this document along with the offer Letter.

If you have any questions, please contact apachr@vmware.com.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Teena Gomes', written over a horizontal line.

Teena Gomes
Director, Regional HR Services

For and on behalf of the Company

I agree that my Employment Agreement shall be varied by the revised terms and conditions set out in this Letter.

Signature: {{ Sig_es_:signer1:signature }}
Employee Printed Name: Sowmya D N

Date: {{ Date_es_:signer1:date }}



16-Dec-2022

Dear SUSHMA M HUDEDMANI,

We are pleased to inform you that you have been selected for internship with Micro Focus Software Solutions India Private Limited (the "Company" or "Micro Focus"), Bangalore from 05-Apr-2023 to 04-Oct-2023 for a period of Six months ("Internship") under the guidance and supervision of Ravi Kumar or any other as may be decided from time to time by the Company and as per the terms and conditions of this agreement ("Agreement"). Your location would be Bangalore, India.

The terms and conditions of this Agreement are as under:

A. Compensation:

During the tenure of your Internship, you will be paid a stipend of Rs. 20,000 per month subject to tax deductible at source under the applicable law. The payment of stipend shall depend on your continued presence during working hours at the location stipulated herein above.

B. Working Hours

You will be required to carry out your Internship duties at our office location for 40 hours a week including lunch break of one hour from Monday to Friday. However, you understand and agree that you will be required to put in additional hours depending upon exigencies of business as may be specified by the Company from time to time.

C. Leave:

1. You are eligible for 1 day leave per month during the period of Internship. Leave cannot be accumulated, encashed or carried forward during the internship period.
2. During your Internship period, leave of absence must be approved by manager in advance.
3. You must report any leave due to sickness or injury to the manager as soon as practically possible and submit medical certificate where the leave exceeds 3 continuous days.

D. Notice Period:

1. At any time during this period, either party may terminate this Agreement, with or without cause, by giving to the other a notice of one week in advance.
2. Without prejudice to and notwithstanding the above, your Internship with the Company hereunder may be terminated immediately by the Company without any requirement of prior notice and without incurring any obligation or liability towards termination, if at any time in the sole and absolute discretion of the Company.



E. General Terms and Conditions:

1. It is clearly understood that you are not, in any manner providing any service, to Micro Focus and that the payment of stipend shall not, in any manner, be construed or deemed to be consideration towards the services of employment rendered by you.
2. During the period of Internship, you will not be entitled to any of the privileges, statutory benefits, reimbursements or allowances enjoyed by the regular employees of Micro Focus.
3. You will be responsible for the safekeeping of all the Company's properties and return in good condition, all the Company's properties may be in your use, custody or charge when demanded or on termination of this Agreement.
4. During your Internship with the Company, you shall be bound by the Company's policies applicable from time to time and any violation may invite disciplinary action including immediate termination of this Agreement.
5. During your Internship period, you shall be obligated to compensate Micro Focus appropriately, in the event you cause any loss or damage to any property that is owned or leased by Micro Focus.
6. You understand that the Company shall not be responsible for any loss, theft or damage caused to your belongings or injuries/ impairment in health caused to you in any manner whatsoever during your Internship period.
7. This Agreement shall be governed and construed in accordance with laws in India.

F. Confidentiality:

1. During your Internship with the Company, you may come across certain confidential or proprietary information related to the business of the Company. You undertake not to disclose such information to any third party in any circumstances whatsoever.
2. You shall not publish your research / project report and about the Company in any form either in the social or mass media. Any generic report prepared by you with prior approval from your manager shall used strictly for academic purposes.
3. You shall maintain utmost confidentiality on any information that you may acquire during the internship period and sign the attached 'Agreement Regarding Confidential Information and Proprietary Developments' on or before the start of Internship.
4. During your Internship period, you shall not, copy, duplicate, decompile or translate any intellectual property of Micro Focus without appropriate authorization. You shall not take out any intellectual property belonging to Micro Focus, outside the workplace or Micro Focus's premises, without appropriate authorization from the supervisor.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.

Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.



Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

**US Export Controls on Technology Transfer
Micro Focus Employee Letter of Assurance**

I acknowledge that during my work for Micro Focus International PLC (MF) I may, directly or indirectly, receive or access software and/or technical data which MF has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. (15 CFR - Part 740.6 – License Exceptions TSR)

This list is subject to change without notice.

Armenia
Azerbaijan
Belarus
Cambodia
China (PRC)
Georgia
Iraq
Kazakhstan
Korea, North
Kyrgyzstan
Laos
Libya
Macau
Moldova
Mongolia
Russia
Tajikistan
Turkmenistan
Ukraine
Uzbekistan
Venezuela
Vietnam
Yemen
Cuba



Iran
Korea, North
Sudan
Syria

Agreement Regarding Confidential Information and Proprietary Developments

THIS CONFIDENTIALITY AGREEMENT (the "Agreement") is entered on this 16-Dec-2022 by and between **Micro Focus Software Solutions India Private Limited** (the "Company"), and Mr./Ms. SUSHMA M HUDEDMANI ("Intern"). In consideration of the commencement of the internship and the stipend paid to the Intern, the Intern hereby acknowledges and agrees with the Company as follows:

1. General. During my internship with the Company, I may have access to and become familiar with various trade secrets, confidential and proprietary information, training, and/or customer contacts belonging to the Company, its affiliates and customers to assist me in performance of my duties. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company, unless such intern is compelled to disclose it by judicial process.

2. Confidential Information. This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public ("Confidential Information") which is acquired or produced by me in connection with my internship with the Company. The term "Confidential and Proprietary Information" means the following:

A. Company Internal Information which includes but is not limited to:

- i. customer information, such as any compilation of past, existing or prospective customers, customers' proposals or agreements between customers and status of customers' accounts or credit, or related information about actual or prospective customers, customer lists, knowledge of customer needs and preferences;
- ii. tax records, financial information, such as the Company's earnings, assets, debts, prices, pricing structure, estimates, volumes of customers,
- iii. employee/personnel database, any information or data pertaining to or in relation with the past and current employees of the Company;
- iv. transaction details such as names or address, terms of services, procurement requirements, contracts of particular transactions, or related information about potential customers; marketing information, such as details about ongoing or proposed marketing programs or agreements by or on behalf of the Company, projections, sales forecasts or results of marketing efforts or information about impending transactions;
- v. vendor and service provider information, prices and terms at which procurements are made by the Company.

B. Technical Information which includes but is not limited to:

- i. all technical data, information concerning databases, research, product plans, products, services, trade secrets or know-how,



- ii. information relating to developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, tooling, prototypes, sketches, models, drawings, samples;
- iii. information relating to trade secrets, confidential knowledge, data;
- iv. other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, data bases and any other original works of authorship.

C. Business Information which includes but is not limited to:

- i. business plans, mechanisms, business related functions, activities, business systems, processes and services;
- ii. trade secrets, business strategies, marketing strategies, methods of operation and market information;
- iii. other valuable information, confidential information and trade related information relating to the business and activities of the Company and useful or necessary for the success of the Company's business and activities;
- iv. I further certify that I have fully and completely complied with the terms of the Internship Agreement signed by me

3. Non-disclosure: Abiding by the Company Confidential Information Policy, I specifically agree that with regard to the following:

- a) to use such information only in the performance of Company duties;
- b) to hold such information in confidence and trust; and
- c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my internship with Company.

I further agree that any organizational information or staffing information learned by me in connection to my internship with the Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my internship with the Company. I further agree that I will not use or permit use of such as a means to recruit or solicit Company employees away from Company (either for myself or for others).

4. Proprietary Developments. This Agreement also concerns inventions and discoveries (whether patentable or not), designs, works of authorship, mask works, improvements, data, processes, computer programs and software ("Proprietary Developments") that are conceived or made by me alone or with others while I am interning with the Company and relate to the research and development or the business of Company, or result from work performed by me for Company, or that developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- a) to disclose them promptly to Company;
- b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- c) to assign any right of recovery for past damages to Company; and



d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the Company was used and which was developed entirely on my own time, unless (a) the invention relates (i) to the business of the Company or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the intern for the Company.

5. Respect for Rights of Former Employers. I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my internship with the Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

6. Work Product. The product of all work performed by me during and within the scope of my Company internship including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that the Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

7. Company Property. I undertake not to remove any Company property from Company premises without Company's permission. Upon the end of my internship with the Company, I will return all Company property to the Company unless the Company gives written permission to retain the same.

8. Protective Covenants. I agree that during my internship and for a period of twelve (12) months following the termination of my internship with the Company, I will abide by the following Protective Covenants:

- a) No Solicitation. I will not either in person or in conjunction with others knowingly solicit or induce or attempt to solicit or participate in soliciting or communicating with :
- i) any customer of Company in pursuit of a Competing Line of Business ;
 - ii) Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company or work with me or any other person or entity; and
 - iii) Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company.

The above terms are defined as hereunder:



“Competitor” means an individual, corporation, other business entity or separately operated business unit of an entity that engages in a Competing Line of Business. “Competing Line of Business” includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). “Conflicting Business Activities” means job duties or other business-related activities in India or in any other country where the Company business units in which I work do business, or management or supervision of such job duties or business-related activities, if such job duties or business-related activities are the same as or similar to the job duties or business-related activities in which I participate or as to which I receive Confidential Information in the last two years of my internship with the Company.

“Company Employee” means an individual employed by or retained as a consultant to Company or its related corporations. “Company Supplier” means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

9. Enforcement. For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my internship with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

10. Relief and Extension. I understand that on violation of this Agreement including the Protective Covenants, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction; (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law; and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies which may apply. I agree that on violation of any provisions stated in the Protective Covenants, the time period will be extended by one day for each day of violation which may extend to a maximum time period originally prescribed for the same.

11. Severability, Authority for Revision, Assignment and Governing Law. The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I may have entered with Company relating to Confidential Information or Proprietary Developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be

assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

12. Acceptance by Company. A counterpart of this Agreement has been executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

13. Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company



Uttam Kumar Sanghi
APJ Talent Acquisition Leader

Signature:

Email: sushmamedmani856@gmail.com



Date: 11 July 2023

Dear SWATHI M K ,

As per the PwC AC Bangalore offer terms and conditions that were discussed with you at the time of offer, we are pleased to offer you a joining bonus of INR. **150,000/-**(taxes applicable as per the Indian Income tax norms) **One Lakh Fifty Thousand Only**. This is a onetime payment which is offered in exceptional circumstances only and offered with the sole discretion of the company. This amount will be paid out to you along with your first salary.

As explained to you earlier, this payment is being made with the condition that you will agree to complete a minimum 1 year of employment service with PwC AC Bangalore. If you voluntarily decide to leave the company before 1 year of service, you will be required to payback this amount in full and will be recovered from you at the time of final settlement.

Please note that this communication is personal and strictly confidential. You are expected not to share this with others.

Welcome once again and we are pleased to have you on board!

Yours sincerely,

Acknowledgement

**For PricewaterhouseCoopers
Service Delivery Center (Bangalore) Pvt. Ltd**

Director – Human Capital

SWATHI M K

Date:



11 July 2023

SWATHI M K

PRIVATE AND CONFIDENTIAL
Employment Offer Letter and Terms and Conditions of Employment

Dear **SWATHI M K**,

We are pleased to offer you employment with **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited (“Company” or “PwC AC Bangalore”)** in the position of **Associate** in our Bangalore office. Your work location will be **Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park**. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **13 September, 2023**, or such other date as may be communicated by us to you in writing. .

Remuneration Package:

1. Annual Compensation: You are being offered a Gross Salary of
Rs. **450,000/- Four Lakh Fifty Thousand Only.**

The details of gross salary are specified in Annexure 1 to this offer letter (“Offer Letter”).

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests. The details of the benefit programs are specified in Annexure 1 to this offer letter (“Offer Letter”).



Other Terms:

Please read the following terms and contact us with any questions that you may have.

1. Employment Agreement: Once you accept this offer, you will be required to sign an employment agreement (“**Employment Agreement**”), the format of which is attached to this Offer Letter. Your employment with the Company will be on the terms of this Offer Letter and the Employment Agreement until the end of your employment with the Company until the end of your employment with the Company.

2. Working Hours: You will be required to work, for such hours as are reasonably necessary to meet the Company’s requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company’s policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company’s requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company’s policies.

3. Promotion and Salary Review: You will be eligible to participate in the promotion and salary review process as per the policy of the Company.

4. Visa: If you do not have the right of abode, the right to land or the status of unconditional stay in India, an employment visa is required for your employment. The Company will assist you with obtaining the necessary documents for you and your family. Any continued employment is contingent upon the immigration authorities approving any renewal of the employment visa and will automatically be deemed to be terminated should such approval not be granted.

5. Taxation: Your remuneration and benefits have been stated gross of tax. You will be responsible for all Indian salaries tax on your remuneration, allowance and benefits, where applicable. In the event that you have sources of income or expense outside of your employment with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.

6. Travel, Assignments or Secondment:

a. **Within India:** You are required to work on any project to which you are assigned, unless there is good reason not to do so.

b. **Outside India:** While based in India you may be required to travel and stay to work on projects outside India, within and/or outside the Asia Pacific region.

7. Termination Notice:

(a) Your employment in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to obtain a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such



verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this Offer Letter and/or the Employment Agreement, your services are liable to be terminated forthwith without any notice or any further compensation from the day such discrepancies are identified.

(b) The Company may terminate your employment for any of the following conduct on your behalf effective immediately upon written notice to your address on the Company's records:

- (i) acts of fraud, dishonesty or misconduct involving moral turpitude;
- (ii) commission or conviction of any criminal offence;
- (iii) engagement in any activity that you know or should know could harm the business or reputation of the Company;
- (iv) material failure to adhere to the Company's corporate codes, policies or procedures;
- (v) continued failure to meet performance standards as determined by the Company over two consecutive performance review periods;
- (vi) a breach or threatened breach of any material provision of this Offer Letter or the Employment Agreement if it is not cured to the Company's satisfaction within a reasonable period after the Company provides you with notice to your address on the Company's records of the breach; provided that no notice and cure period will be required if the breach cannot be cured;
- (vii) violation of any statutory, contractual, or common law duty or obligation to the Company, including without limitation the duty of loyalty. In case of termination on account of any of the above reasons you will only be entitled to earned and unpaid gross salary and accrued leave (if any) through the effective termination date.

(c) The Company may also terminate your employment for reasons other than those specified above or for no reason, effective upon a prior written notice of at least sixty (60) days. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the net amount of gross salary you are entitled to in lieu for the remaining notice period less any deductions or withholdings, as required by law.

(d) You agree to provide the Company with a prior written notice of at least sixty (60) days of your resignation, which shall be effective at the end of the notice period unless agreed otherwise.

8. Return of Property: Upon termination of employment, you will be required to return all property (including but not limited to keys, records, notes, data, computer discs or tapes, memoranda, business cards, security passes and equipment) which is held in your possession, custody or under your control, belonging to or relating to business affairs of the Company.

9. Acknowledgement: You acknowledge that your joining the Company will not breach any agreement relating to employment or the provision of services to which you are or have been a party.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

We are excited about having you join us. On behalf of the PwC AC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact us on us_advisory_ac_india_hc_operations@pwc.com



Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Director – Human Capital

I, SWATHI M K (C000002243160), accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

Signature:
Date



Annexure 1

Private and confidential

Date: 11 July 2023

Name: SWATHI M K

Designation: Associate

Salary Components - Annual (All figures in INR)

Basic Salary : 180,000

Flexible Benefit Package (FBP) : 248,400

Employer contribution of PF: 21,600

Gross Salary: 450,000/-

Note: **FBP** can be used for the following components:

1. Food Coupons
2. Leave Travel Allowance (LTA)
3. House Rent allowance (HRA)

The above are subject to applicable taxes as per the Indian Income tax guidelines.



Your Gross Salary consists of the following components:

- **Basic: 40% of Gross Salary (A)**
- **HRA: 40% of Basic for Bangalore, 50% of Basic for Mumbai (B)**
- **LTA: Part of FBP (You can allocate desired sum for LTA up to a maximum of FBP amount available for allocation) (C)**
- **Sodexo: INR 24000 (i.e.2000 per month) – Part of FBP (D)**
- **Provident Fund (PF): 12% of Basic (E)**
- **Special Allowance: Balancing Figure (Gross Salary minus all above components) (F)**
- **Gross Salary: A+B+C+D+E+F**

Benefits:

Specialist/Associate/Sr Associate:

- **Medical Insurance:** Coverage of Rs.7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 20,00,000/-

Manager/Sr Manager:

- **Medical Insurance:** Coverage of Rs.7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Director & above:

- **Medical Insurance:** Coverage of Rs.10 lacs per employee. family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Relocation Benefits: Applicable to employees relocating from other cities.



EMPLOYEE AGREEMENT/ASSOCIATE

This Agreement (“**Agreement**”) is between **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited (“Company” or “PwC AC Bangalore”)** and **SWATHI M K (“You” and all similar references)**.

1. Definitions

- (a) “**Cessation Date**” means the effective date of cessation of your employment with PwC AC Bangalore.
- (b) “**Cause**” means any of the following conduct by you:
- (i) Acts of fraud, dishonesty or misconduct involving moral turpitude;
 - (ii) Commission or conviction of any criminal offence;
 - (iii) Engagement in any activity that you know or should know could harm the business or reputation of PwC AC Bangalore;
 - (iv) Material failure to adhere to PwC AC Bangalore’s corporate codes, policies or procedures;
 - (v) Continued failure to meet the performance standards as determined by PwC AC Bangalore;
 - (vi) A breach of any provision or threatened breach of any material provision of this Agreement if the breach is not cured to PwC AC Bangalore’s satisfaction within a reasonable period after PwC AC Bangalore provides you with notice to your address on PwC AC Bangalore’s record of the breach provided that no notice and cure period will be required if the breach cannot be cured; and
 - (vii) Violation of any statutory, contractual, or common law duty or obligation to PwC AC Bangalore, including without limitation the duty of loyalty.
- (c) “**Offer Letter**” means the employment offer letter dated **11 July 2023** by which you were offered employment with PwC AC Bangalore and accepted by on **13 September, 2023**.

2. **Employment**

2.1 You accept employment on the terms of the Offer Letter and this Agreement along with its exhibits hereto until the end of your employment with PwC AC Bangalore in accordance with clause 6 of this Agreement.

2.2 Probation: Your first six (6) months of employment are on a trial basis and are considered a continuation of the employment selection process. During this probationary period, PwC AC Bangalore may terminate employment with 15 days’ notice in writing, with or without cause. Likewise, you may also terminate your employment with PwC AC Bangalore giving 15 days’ notice in writing, with or without cause. PwC AC Bangalore may decide to confirm your employment earlier than the 6 months’ period based on performance and the notice period will change to sixty (60) days as soon as the employment is



confirmed.

2.3 By signing this Agreement, you agree to:

(a) devote your professional time and effort to PwC AC Bangalore's business and to refrain from professional practice outside of the interests of PwC AC Bangalore or any of its subsidiaries;

(b) abide by all policies of PwC AC Bangalore, current and future, including the Equal Employment Opportunity policy attached as Exhibit A and the Anti-Harassment policy attached as Exhibit B to this Agreement;

(c) abide by the Confidentiality and Intellectual Property Agreement attached as Exhibit C to this Agreement; and

(d) abide by the terms of the Consent Form concerning personal data attached as Exhibit D to this Agreement.

2.4 You also confirm that you are not currently bound by any agreement that could prohibit or restrict you from being employed by PwC AC Bangalore or from performing any of your duties under this Agreement.

3. Compensation and Benefits

As of the commencement of your employment, PwC AC Bangalore will pay you a salary as specified in the Offer Letter, less required and authorized withholdings and deductions, payable in 12 equal monthly installments in accordance with PwC AC Bangalore's normal payroll practices.

4. Leave Entitlement

Your annual leave entitlement will be as provided in the Leave Policy of the Company as amended from time to time.

5. Covenants

While employed with PwC AC Bangalore, and for 6 months after your Cessation Date you shall not directly or through anyone else solicit, employ or retain any current employee of PwC AC Bangalore to perform Consulting Services. You agree that these obligations protect PwC AC Bangalore's legitimate interests without unreasonably restricting your ability to earn a living after leaving PwC AC Bangalore.

6. Termination and Resignation

(a) PwC AC Bangalore may terminate your employment on account of Cause effective immediately upon written notice to your address on PwC AC Bangalore's records.

You will only be entitled to earned and unpaid salary and salary for accrued leave (if any) until the effective termination date.

(b) PwC AC Bangalore may also terminate your employment for reasons other than Cause or for no reason, effective upon at least sixty (60) days written notice or payment of the salary you are entitled to in lieu less any required deductions or withholdings as required by law. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the salary you are entitled to in lieu for the remaining notice period less any required deductions or withholdings, as required by law.

(c) You agree to provide PwC AC Bangalore with prior notice of at least sixty (60) days of your



resignation, which shall be effective at the end of the notice period unless agreed otherwise. The company management has the discretion for any notice period waive-off based on the work obligations.

(d) In case of failure to serve the notice period, you will agree to pay equivalent gross salary in lieu of the notice period not served. The company has the discretion to adjust any unused vacation against notice period.

(e) PwC AC Bangalore may require you to utilize any accrued leave during the notice period.

7. Arbitration

(a) All disputes between you and PwC AC Bangalore shall be resolved by arbitration in Bangalore or any other mutually agreeable location in India. Arbitral disputes include without limitation employment, employment termination claims and claims by you for employment discrimination, harassment, retaliation and wrongful termination.

(b) Arbitration shall be conducted under the auspices of the Indian Council of Arbitration before a panel of three arbitrators, which shall consist of one person selected by each of the two sides to the dispute and the third person jointly selected by the other two arbitrators.

(c) The arbitration panel shall have no authority to modify this Agreement (except pursuant to clause 8 of this Agreement) or to award punitive or exemplary damages. PwC AC Bangalore may, without waiving its right to compel arbitration, seek injunctive or other provisional relief from a court of competent jurisdiction, to prevent any arbitration award from being rendered ineffectual, to protect PwC AC Bangalore's confidential information or intellectual property or for any other purpose in the interests of PwC AC Bangalore.

The courts at Bangalore or any court of competent jurisdiction in any other state will have jurisdiction over any proceeding relating to arbitration, and may enter judgment on any arbitration award rendered or grant judicial recognition of the award or an order of enforcement.

8. Entire Agreement

This Agreement and the Offer Letter forms the entire agreement between you and PwC AC regarding these matters and supersede any verbal and written agreements on such matters. In the event of a conflict between the main body of this Agreement or the Offer Letter and the Exhibits, the main body of the Agreement or the Offer Letter shall take precedence. This Agreement may be modified only by written agreement signed by you and the General Manager of PwC AC Bangalore or their designee, provided that the policies of the Company may be amended at any time for any or no reason with or without notice to the extent permitted by law.

Severability

(a) If any provision of this Agreement is held invalid or unenforceable for any reason, the invalidity shall not nullify the validity of the remaining provisions of this Agreement.

(b) If any provision of this Agreement is determined by a court or arbitration panel to be unenforceable by reason of being overly broad in duration, geographical coverage or scope or unenforceable for any other reason, such provision will be narrowed so that it will be enforced as much as permitted by law.



9. Waiver

Any party's waiver of the other party's breach of any provision of this Agreement shall not waive any other right or any future breaches of the same or any other provision.

10. Choice of Law

The Offer Letter and this Agreement shall be governed by laws of India. You and PwC AC Bangalore consent to the non-exclusive jurisdiction and venue of the courts in New Delhi and agree that any permitted lawsuit may be brought to such courts or any other court of competent jurisdiction as provided in clause 7 of this Agreement.

11. Assignment and Beneficiaries

This Agreement only benefits and is binding on the parties and their permitted assigns provided that you may not assign your rights or duties under this Agreement without the express prior written consent of the other parties. PwC AC Bangalore may assign any rights or duties that it has, in whole or in part, to its affiliates and subsidiaries without your consent.

12. Counterparts

For convenience of the parties, this Agreement may be executed in one or more counterparts, each of which shall be deemed an original for all purposes.

13. Survival

Clauses: 2, 5, 7 through 13 and Exhibits C and D shall survive any termination of this Agreement or your employment (including your resignation).

The parties to this Agreement state that they have read, understood and agree to be bound by this Agreement:

**For PricewaterhouseCoopers
Service Delivery Center (Bangalore) Pvt. Ltd**

Employee

Director – Human Capital

SWATHI M K

Dated:

Dated



EXHIBIT A

Equal Employment Opportunity

It is the policy of PwC AC Bangalore and its group of companies to provide equal employment opportunity for all applicants and employees. PwC AC Bangalore does not unlawfully discriminate on the basis of race, color, religion, sex, national origin, age, disability, or any other legally protected classification. PwC AC Bangalore also makes reasonable accommodations for disabled employees. An employee who believes he or she has a disability and requires an accommodation should inform their Human Resources Manager so that the employee's request can be evaluated. PwC AC Bangalore prohibits the harassment of any individual and further prohibits the harassment of any individual based on any of the aforementioned legally protected classifications. Unlawful discrimination or harassment shall not be tolerated by PwC AC Bangalore.

This policy applies to all areas of employment including, but not limited to, recruitment, recruitment advertising and/or other communications media, hiring, rates of pay and other compensation, benefits, overtime, promotions, transfers, demotions, training, layoffs, or terminations, recalls, disciplinary actions and all other terms, conditions, or privileges of employment.

PwC AC Bangalore, as required by law, will establish a written affirmative program to strive for best utilization of minorities, the disabled and women throughout our workforce. The results will be reviewed no less than annually and adjusted appropriately to meet stated goals. The coordinator of this program is the Director - HC at PwC AC Bangalore.

The coordinator will be responsible for ensuring the creation of the program with the inclusion of its multiple requirements, the development of an audit procedure to measure the effectiveness of the program and the facilitation of the annual status presentation to the executive management group.

Each employee is required to abide by this policy and assist with its enforcement. Violation of this policy will result in disciplinary action, up to and including termination of employment. If an employee believes that he/she has been the unlawfully discriminated against in an employment matter, please direct your concerns to the Director - HC the Equal Employment Opportunity coordinator for PwC AC Bangalore. A prompt and thorough investigation shall be conducted and a determination made as to the appropriate management response. Full cooperation by each employee asked to assist during an investigation is required and no reprisals shall result from the reporting or assisting in the investigation of, concerns related to this policy. Concerns or complaints of any retaliation should be directed to the Director - HC immediately.



EXHIBIT B

Anti-Harassment Policy

PwC AC Bangalore and its group of companies prohibits sexual or other unlawful harassment of its employees, vendors, clients or applicants, whether engaged in by company personnel, clients, customers, vendors, or others. This policy also prohibits employment actions that are based on an employee's submission to or rejection of unwelcome sexual advances or other behavior prohibited by this policy. This policy applies at PwC AC Bangalore facilities and at other locations where our employees conduct business or socialize, such as client sites or at company or client sponsored business and social functions including homes of the employees during a work from home setup and all employees are to adhere to this policy even in the course of online meetings, virtual socialization activities and/ or engaging in informal conversations during a work from home setup.

Sexual harassment is viewed as a form of employee conduct that undermines the integrity of the employment relationship. For the purposes of this policy, sexual harassment is defined as sexual behavior that is unwelcome, is personally offensive, and/or creates a hostile, intimidating or offensive work environment. PwC AC Bangalore will not tolerate sexual harassment by anyone — supervisors, employees, vendors, or clients.

Some examples of sexual harassment are:

- Unwelcome or unwanted sexual advances. This includes patting, pinching, brushing up against, hugging, cornering, kissing, or any other similar physical contact considered unwelcome by another individual.
- Requests or demands of sexual favors. This includes subtle or blatant expectations, pressures, or requests of any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequences concerning one's employment.
- Verbal abuse or kidding that is sex-oriented and considered unwelcome by another person. This includes comments about an individual's body or appearance (where such comments go beyond a mere compliment); off-color jokes that are clearly unwanted or considered offensive by others; or any other tasteless, sex-oriented comments, innuendoes, or offensive actions.
- Any sexually oriented conduct that would unreasonably interfere with another's work performance. This includes extending unwanted sexual attention to someone, which reduces personal productivity.
- Participation in fostering a work environment that is intimidating, hostile, or offensive because of unwelcome or unwanted sexually oriented conversation, suggestions, requests, demands, physical contacts, or attention.
- Possession in the workplace or display of sexually suggestive objects or pictures; emails, internet sites, or other correspondence with sexually suggestive content.



- Tangible employment decisions made because of or influenced by an individual's compliance with or refusal to comply with sexual demands.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

This policy also expressly prohibits behavior that harasses an employee or applicant on the basis of his or her race, color, creed, religion, age, gender, national origin, citizenship status, marital status, sexual orientation, disability, or other category protected by Central, State, or local law. Forms of such harassment can include physical, verbal and nonverbal behavior that harasses, disrupts, or interferes with an employee's work performance or in any way creates or contributes to an intimidating, hostile or offensive work environment. This behavior includes, by way of example only, epithets, slurs, off-color jokes, threats, or posters, cartoons, emails, or drawings that are insulting, degrading, derogatory or ridiculing of one based on his or her protected status.

Behavior prohibited by this policy often can occur without the knowledge of others and what one may regard as offensive, another may not. For the company to effectively implement this policy, all persons must respond to and report behavior that violates this policy. Cooperation in preventing this type of conduct is essential.

If you believe that you have been subjected to inappropriate sexual or other behavior, you should immediately tell the offender that his or her behavior is offensive and must cease. If such a direct approach is ineffective or impractical under the circumstances, you must report such behavior to one of the persons identified below. If you have reason to believe that another employee of the company has been subjected to or has engaged in behavior that violates this policy, you should also immediately inform one of the individuals identified below.

PwC AC Bangalore will investigate, promptly and thoroughly, any such complaint or report of inappropriate behavior. Complaints and investigations will be handled in a confidential manner consistent with the need to investigate and take corrective action.

Complaints should be directed to the following person:

Director – Human Capital - PwC AC Bangalore

In response to a meritorious complaint, PwC AC Bangalore will as necessary or appropriate, take disciplinary action against anyone found in violation of this policy, up to and including termination of employment.

Overall responsibility for PwC AC Bangalore's Equal Employment Opportunity and Sexual Harassment policy has been assigned to the Director - HC who is responsible for the implementation and enforcement of this policy.

Every employee may access this confidential system without fear of reprisal. This policy also prohibits retaliation against anyone who in good faith complains under this policy or participates in an investigation. Full cooperation by each employee asked to assist during any investigation pursuant to this



policy is required. Complaints of retaliation (actual, threatened or feared) also should be directed to one of the individuals identified above.

EXHIBIT C

Confidentiality and Intellectual Property Agreement

As a material part of the consideration for my employment by PwC Service Delivery Center – Bangalore Private Limited and the salary and other compensation that I shall receive during my employment, I acknowledge and agree that, by my signature on the document to which this Confidentiality and Intellectual Property Agreement (“CIPA”) is attached as an exhibit, I also agree to this CIPA's terms:

1.

(a) I will, both during my work for PwC AC Bangalore and thereafter, hold in confidence and not directly or indirectly reveal, report, publish, disclose, transfer or otherwise share or make any Proprietary Information (as defined below) accessible, to any person or entity, or utilize any Proprietary Information for any purpose, except in the course of my work for PwC AC Bangalore's sole benefit. In addition, I will not remove, reproduce, transmit, summarize or copy any Proprietary Information except as expressly required by PwC AC Bangalore to enable me to perform my duties. I understand that this Section 1 is effective as of the commencement of my employment with PwC AC Bangalore or the date I acquired knowledge of any Proprietary Information, whichever is earlier.

(b) I will not knowingly use for the benefit of, or disclose to any person employed by, PwC AC Bangalore confidential information of any of my former employers or of any other third party or otherwise knowingly infringe or misappropriate any proprietary right of any third party. I represent and warrant that no contract, agreement or other obligation between or among me and any third party will interfere in any manner with my complete performance of my duties to PwC AC Bangalore or with my compliance with the terms and conditions of this CIPA. Without limiting the foregoing, I (have / have not) signed an agreement with [•], a previous employer or other entity, relating to inventions and confidential information. I (can/cannot) furnish PwC AC Bangalore with a copy of said agreement.

(c) “**Proprietary Information**” as used in this CIPA means all information or material disclosed to or known to me as a consequence of my employment with PwC AC Bangalore or any affiliate of PwC AC Bangalore (“**affiliate**” includes without limitation, for purposes of this CIPA, subsidiaries and other related entities of PwC AC Bangalore), including, without limitation, third party information that PwC AC Bangalore treats as confidential and any information disclosed to or developed by me or embodied in or relating to works for hire. Proprietary Information includes, but is not limited to discoveries, ideas, inventions, concepts, software in various states of development and related documentation, designs, drawings, specifications, techniques, methodologies, models, data, source code, object code, documentation, diagrams, flow charts, research, development, processes, training materials, templates, procedures, “know-how,” tools, client identities, client accounts, web design needs, client advertising needs and history, client reports, client proposals, product information and reports, accounts, billing methods, pricing, data, sources of supply, business methods, production or merchandising systems or plans, marketing, sales and business strategies and plans, finances, operations, and information regarding employees and other similar information (whether or not reduced to writing). Notwithstanding the foregoing, information that is publicly known and is generally employed by the trade at or after the



time I first learn of such information (other than as a result of my breach of the CIPA), shall not be deemed part of the Proprietary Information.

2.

(a) All Works (as defined below) shall belong exclusively to PwC AC Bangalore and/or its affiliates, as the context may require whether or not fixed in a tangible medium of expression. Without limiting the foregoing, to the maximum extent permitted under applicable law, all Works shall be deemed to be “works made in the course of your employment with the PwC AC Bangalore” or “works made for hire”, under Section 17 of the Indian Copyright Act, 1957 (as amended from time to time) and PwC AC Bangalore shall be deemed to be the author thereof. If and to the extent any Works are determined not to constitute “works made for hire,” or if any rights in the Works do not accrue to PwC AC Bangalore as a work made for hire, I hereby irrevocably assign and transfer to PwC AC Bangalore to the maximum extent permitted by law all right, title and interest in the Works, including all copyrights (including moral rights), patents, trade secret rights, and other proprietary rights in or relating to the Works. To the extent my moral rights cannot be assigned, I hereby irrevocably and expressly waive them and agree not to assert any claims based on such rights against PwC AC Bangalore or its affiliates. Without limiting the foregoing, I hereby irrevocably assign and transfer to PwC AC Bangalore all economic rights to the Works, including the rights to reproduce, manufacture, use, adapt, modify, publish, distribute, sublicense, publicly perform and communicate, translate, lease, sell, offer for sale, import, export and otherwise exploit the Works. I shall have no right to exercise any rights to the Works. Without limiting the foregoing, I will not have the right to and will not reproduce, adapt, modify, publish, distribute, sublicense, publicly perform or communicate, translate, lease, import or otherwise exploit the Works, except as expressly authorized by PwC AC Bangalore in the scope of my employment. I expressly acknowledge and agree that I wish to remain anonymous and not to have my name or any pseudonym used in connection with the Works. I hereby approve any and all modifications, uses, publications and other exploitation of the Works that PwC AC Bangalore or any successor or transferee thereof may elect to make, and I expressly agree that no such modifications, uses, publications or exploitations will or may cause harm to my honor or reputation. I agree that no modification, use or publication of the Works by PwC AC Bangalore or any successor or transferee thereof will be deemed to constitute a distortion or mutilation of the Works. PwC AC Bangalore shall have the unrestricted right to transfer and convey any or all of PwC AC Bangalore’s rights in or relating to the Works to any person or entity.

(b) I understand that the CIPA is not intended and shall not be interpreted to assign to or invest in PwC AC Bangalore any of my rights in any inventions developed entirely on my own time without using PwC AC Bangalore’s equipment, supplies, facilities, resources, or trade secret information, except for those inventions that either relate at the time of conception or reduction to practice of the inventions to the business of PwC AC Bangalore or the actual or demonstrably anticipated research or development of PwC AC Bangalore, or result from any work that I performed for PwC AC Bangalore.

(c) I will keep and maintain adequate and current written records of all inventions, original works of authorship, trade secrets or other Works in which rights vest in or are assigned to PwC AC Bangalore hereunder. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by PwC AC Bangalore. The records will be available to and remain the sole property of PwC AC Bangalore at all times.



(d) I will provide any assistance reasonably requested by PwC AC Bangalore to protect its proprietary and intellectual property rights, including, to obtain Indian or foreign letters patent and copyright registrations covering inventions, original works of authorship and other Works belonging or assigned hereunder to PwC AC Bangalore. I will execute any transfers of ownership of letters patent or assignments of copyrights or other proprietary rights transferred or assigned hereunder (including short form assignments intended for recording with the Indian, U.S. or any other foreign copyright and patent authorities, or any other entity). I understand that my obligations under this Section shall survive any termination of this CIPA or of my employment in perpetuity, provided that PwC AC Bangalore will compensate me at a reasonable rate for time actually spent performing such obligations at PwC AC Bangalore's request after such termination. If PwC AC Bangalore is unable for any reason whatsoever, including my mental or physical incapacity, to secure my signature to apply for or to pursue any application for any United States or foreign letters patent or copyright registrations or on any document transferring or assigning any patent, copyright or other proprietary right that I am obligated hereunder to transfer or assign, I hereby irrevocably designate and appoint PwC AC Bangalore and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf and in my stead to execute and file any such applications and documents and to do all other lawfully permitted acts to further the application, registration, prosecution and issuance of letters patent or copyright registrations or transfers or assignments thereof or of any other proprietary rights with the same legal force and effect as if executed by me. This appointment is coupled with an interest in and to the inventions, works of authorship, trade secrets and other Works to which any proprietary rights may apply and shall survive my death or disability.

(e) **"Works"** means:

(i) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during my employment with PwC AC Bangalore (which term includes, for purposes of this entire definition, any affiliate of PwC AC Bangalore), or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and that relate to the business of PwC AC Bangalore or its actual or demonstrably anticipated research or development,

(ii) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during or after my employment with PwC AC Bangalore, or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and which are made through the use of any of PwC AC Bangalore's or any PwC AC Bangalore's predecessors' equipment, facilities, supplies, trade secrets or time, or which result from any work that I perform or performed for PwC AC Bangalore, and

(iii) any part or aspect of any of the foregoing.

(f) For purposes of Sections 2(a), (b), (c) and (d) of this CIPA, the term PwC AC Bangalore shall mean (i) PwC AC Bangalore for any period of time during which I am employed by PwC AC Bangalore and (ii) any affiliate of PwC AC Bangalore for any period of time during which I am employed by such affiliate.

3. I will return immediately to PwC AC Bangalore all property of PwC AC Bangalore and its affiliates (including without limitation all Proprietary Information, documents, notes and other work product) in my possession or control, including duplicates, when I leave my employment or whenever PwC AC Bangalore may otherwise require that such Proprietary Information and other property be returned.



4. I will comply, and do all things necessary to assist PwC AC Bangalore to comply, with the laws and regulations of all governments under which PwC AC Bangalore does business, and with the provisions of contracts between PwC AC Bangalore and any such government or its contractors, or between PwC AC Bangalore and any private contractors, that relate to intellectual property or to the safeguarding of information, including the signing of any confidentiality agreements required in connection with the performance of duties during my employment with PwC AC Bangalore.
5. I understand and agree that the provisions of this CIPA shall remain in full force and effect in accordance with their terms notwithstanding any termination of my employment with PwC AC Bangalore for any or no reason.
6. The CIPA constitutes the entire agreement between PwC AC Bangalore and me with respect to the subject matter hereof and supersedes all prior and/or contemporaneous understandings, agreements or communications, whether oral or written, on such subject matter, provided that the provisions of any other written agreement between PwC AC Bangalore and me shall remain in full force and effect in accordance with its terms.
7. The CIPA shall be governed by and construed and enforced in accordance with the laws of India.
8. The CIPA may not be amended or modified except by a written document signed by me and a duly authorized representative of PwC AC Bangalore. The waiver of any right hereunder shall not be binding unless set forth in writing signed by the waiving party, and shall not bar the exercise of any other right or of the same right on any other occasion.
9. The CIPA shall be binding upon and inure to the benefit of me, PwC AC Bangalore and its affiliates, successors and assigns, provided, however, that I understand that I may not assign my rights or delegate my obligations under this CIPA without the express prior written consent of PwC AC Bangalore. Without limiting the foregoing, the rights of PwC AC Bangalore hereunder may be assigned in whole or in part without my consent to any of PwC AC Bangalore's affiliates or to any other entity that, whether by merger or otherwise, acquires all or substantially all of the assets, business or stock of the office or branch in which I work.
10. If any provision of this CIPA is held invalid or unenforceable for any reason, the invalidity shall not affect the validity of the remaining provisions of this CIPA, and the parties shall substitute for the invalid provision a valid provision which most closely approximates the intent and economic effect of the invalid provision.
11. I acknowledge and understand that any breach by me of any of Sections 1, 2, 3 or 4 of this CIPA will cause PwC AC Bangalore and its affiliates to suffer irreparable harm for which damages are an inadequate remedy and are difficult to calculate. Accordingly, I agree that PwC AC Bangalore and its



affiliates will be entitled, without limiting any other available legal or equitable remedies, to injunctive relief (without the need to post any bond or other security) to enforce the terms of the CIPA in whole or in part and to prevent any breach or threatened breach of any of those Sections.

EXHIBIT D

Consent Form

I acknowledge and agree that PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited and its affiliates or related bodies corporate want to develop a global human resources database in support of PwC AC Bangalore’s legitimate business purposes.

These legitimate business purposes include, without limitation:

- (a) The submission of proposals to clients and potential clients of PwC AC Bangalore;
- (b) The compilation of directories;
- (c) The organization of security procedures;
- (d) The processing of worker compensation and insurance claim and the management of human resources.

I therefore understand and agree that PwC AC Bangalore hold, collect, receive, store, record, have access to, process and transfer personal information about myself (“**Personal Data**”), including, without limitation:

- (a) Identification data such as my name, home address, telephone and fax number, personal email address, date of birth, social security number, citizenship, ID and passport number and/or other employee identification number, marital status;
- (b) Employment data such as my salary, job title, resumes, applications, copies of school, college and university diplomas, background verification information, entitlement to stock options, employment references;
- (c) Financial information such as bank account numbers and tax related information; and
- (d) Other information necessary to PwC AC Bangalore’s legitimate business purposes, which I may voluntarily disclose in the course of my application and subsequent employment with PwC AC Bangalore.

I understand that, unless allowed or required by laws and/or regulations, PwC AC Bangalore does not, as a general rule, collect sensitive data, such as information about racial and ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, sexual orientation, health information, etc. However, if I have voluntarily in any way disclosed information of that nature to PwC AC Bangalore, I understand that PwC AC Bangalore may not be able or may be able only with disproportionate effort to delete this information from its database and I agree to the use, disclosure, processing and transfer, including cross-border transfer, of these information, even though it is possible that the recipient of such information may not be bound by similar obligations to protect such information.



I understand and agree that Personal Data are transferred:

- (a) Among PwC AC Bangalore affiliates for the purposes of, and in connection with, personnel administration, planning and management of my employment relationship with PwC AC Bangalore; and
- (b) To third parties assisting PwC AC Bangalore in the administration and management of my employment relationship with PwC AC Bangalore, including without limitation, payroll management companies, pension plan companies, health insurance companies or agencies, credit card companies, background verification providers and others that have entered into vendor program agreements with PwC AC Bangalore for the provision of their services to PwC AC Bangalore and its employees.

I also understand and agree that PwC AC Bangalore hold, collect, receive, store, have access to, use, disclose, process, and transfer Personal Data for purposes of its legitimate business interests and may do so even after my departure from PwC AC Bangalore either for a reasonable period of time to allow me to join the PwC AC Bangalore Alumni Network or for the applicable statutory period.

I understand that the companies transferring my Personal Data and the recipients of my Personal Data, both PwC AC Bangalore affiliates and third parties, may be located in any country including any country outside of the India or my country of origin and/or residence.

I hereby consent to the collection, reception, possession, use, processing and transfer by PwC AC Bangalore of my Personal Data, in electronic or any other form, including transborder transfer of Personal Data, for the purposes and to parties described above.

I understand that I am responsible to, and may, at any time, review certain of my Personal Data, by accessing PwC AC Bangalore's web page and make any necessary amendments to it to ensure that my Personal Data is up to date, and that PwC AC Bangalore may not be held liable for any damages incurred by me as a result of PwC AC Bangalore's use, processing and transfer of inaccurate Personal Data provided by me.

I hereby consent to having modifications to my Personal Data done in electronic format rather than in writing. If, however, wherever this option is available to me, I choose to send any requests for modifications of my Personal Data to PwC AC Bangalore other than in the electronic format, I acknowledge and agree that delays can occur in the processing by PwC AC Bangalore of this written request for modification and that additional PwC AC Bangalore employees and/or agents may have to access certain of my Personal Data for that purpose.

I agree to promptly notify PwC AC Bangalore in writing of any change in my Personal Data or any unauthorized use or unauthorized disclosure of my Personal Data.

I understand that I may, at any time, withdraw the consents hereby given to the processing by PwC AC Bangalore and/or its agents of my Personal Data by notifying PwC AC Bangalore in writing of such withdrawal. As a result of my consent withdrawal, in certain cases, I may no longer be eligible for certain benefits, including employment and/or employment benefits and services currently provided to me by PwC AC Bangalore and/or the third parties selected by PwC AC Bangalore to render such services to the extent the Personal Data affected by my consent withdrawal was necessary to process my benefits.



I agree to abide by all policies of PwC AC Bangalore, including the Protection of Personal Data Policy as this Policy can be modified from time to time at PwC AC Bangalore's sole discretion.



16-Dec-2022

Dear Teja K P,

We are pleased to inform you that you have been selected for internship with Micro Focus Software Solutions India Private Limited (the "Company" or "Micro Focus"), Bangalore from 05-Apr-2023 to 04-Oct-2023 for a period of Six months ("Internship") under the guidance and supervision of Ravi Kumar or any other as may be decided from time to time by the Company and as per the terms and conditions of this agreement ("Agreement"). Your location would be Bangalore, India.

The terms and conditions of this Agreement are as under:

A. Compensation:

During the tenure of your Internship, you will be paid a stipend of Rs. 20,000 per month subject to tax deductible at source under the applicable law. The payment of stipend shall depend on your continued presence during working hours at the location stipulated herein above.

B. Working Hours

You will be required to carry out your Internship duties at our office location for 40 hours a week including lunch break of one hour from Monday to Friday. However, you understand and agree that you will be required to put in additional hours depending upon exigencies of business as may be specified by the Company from time to time.

C. Leave:

1. You are eligible for 1 day leave per month during the period of Internship. Leave cannot be accumulated, encashed or carried forward during the internship period.
2. During your Internship period, leave of absence must be approved by manager in advance.
3. You must report any leave due to sickness or injury to the manager as soon as practically possible and submit medical certificate where the leave exceeds 3 continuous days.

D. Notice Period:

1. At any time during this period, either party may terminate this Agreement, with or without cause, by giving to the other a notice of one week in advance.
2. Without prejudice to and notwithstanding the above, your Internship with the Company hereunder may be terminated immediately by the Company without any requirement of prior notice and without incurring any obligation or liability towards termination, if at any time in the sole and absolute discretion of the Company.



E. General Terms and Conditions:

1. It is clearly understood that you are not, in any manner providing any service, to Micro Focus and that the payment of stipend shall not, in any manner, be construed or deemed to be consideration towards the services of employment rendered by you.
2. During the period of Internship, you will not be entitled to any of the privileges, statutory benefits, reimbursements or allowances enjoyed by the regular employees of Micro Focus.
3. You will be responsible for the safekeeping of all the Company's properties and return in good condition, all the Company's properties may be in your use, custody or charge when demanded or on termination of this Agreement.
4. During your Internship with the Company, you shall be bound by the Company's policies applicable from time to time and any violation may invite disciplinary action including immediate termination of this Agreement.
5. During your Internship period, you shall be obligated to compensate Micro Focus appropriately, in the event you cause any loss or damage to any property that is owned or leased by Micro Focus.
6. You understand that the Company shall not be responsible for any loss, theft or damage caused to your belongings or injuries/ impairment in health caused to you in any manner whatsoever during your Internship period.
7. This Agreement shall be governed and construed in accordance with laws in India.

F. Confidentiality:

1. During your Internship with the Company, you may come across certain confidential or proprietary information related to the business of the Company. You undertake not to disclose such information to any third party in any circumstances whatsoever.
2. You shall not publish your research / project report and about the Company in any form either in the social or mass media. Any generic report prepared by you with prior approval from your manager shall used strictly for academic purposes.
3. You shall maintain utmost confidentiality on any information that you may acquire during the internship period and sign the attached 'Agreement Regarding Confidential Information and Proprietary Developments' on or before the start of Internship.
4. During your Internship period, you shall not, copy, duplicate, decompile or translate any intellectual property of Micro Focus without appropriate authorization. You shall not take out any intellectual property belonging to Micro Focus, outside the workplace or Micro Focus's premises, without appropriate authorization from the supervisor.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.

Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.



Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

**US Export Controls on Technology Transfer
Micro Focus Employee Letter of Assurance**

I acknowledge that during my work for Micro Focus International PLC (MF) I may, directly or indirectly, receive or access software and/or technical data which MF has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. (15 CFR - Part 740.6 – License Exceptions TSR)

This list is subject to change without notice.

Armenia
Azerbaijan
Belarus
Cambodia
China (PRC)
Georgia
Iraq
Kazakhstan
Korea, North
Kyrgyzstan
Laos
Libya
Macau
Moldova
Mongolia
Russia
Tajikistan
Turkmenistan
Ukraine
Uzbekistan
Venezuela
Vietnam
Yemen
Cuba



Iran
Korea, North
Sudan
Syria

Agreement Regarding Confidential Information and Proprietary Developments

THIS CONFIDENTIALITY AGREEMENT (the "Agreement") is entered on this 16-Dec-2022 by and between **Micro Focus Software Solutions India Private Limited** (the "Company"), and Mr./Ms. Teja kp ("Intern"). In consideration of the commencement of the internship and the stipend paid to the Intern, the Intern hereby acknowledges and agrees with the Company as follows:

1. General. During my internship with the Company, I may have access to and become familiar with various trade secrets, confidential and proprietary information, training, and/or customer contacts belonging to the Company, its affiliates and customers to assist me in performance of my duties. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company, unless such intern is compelled to disclose it by judicial process.

2. Confidential Information. This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public ("Confidential Information") which is acquired or produced by me in connection with my internship with the Company. The term "Confidential and Proprietary Information" means the following:

A. Company Internal Information which includes but is not limited to:

- i. customer information, such as any compilation of past, existing or prospective customers, customers' proposals or agreements between customers and status of customers' accounts or credit, or related information about actual or prospective customers, customer lists, knowledge of customer needs and preferences;
- ii. tax records, financial information, such as the Company's earnings, assets, debts, prices, pricing structure, estimates, volumes of customers,
- iii. employee/personnel database, any information or data pertaining to or in relation with the past and current employees of the Company;
- iv. transaction details such as names or address, terms of services, procurement requirements, contracts of particular transactions, or related information about potential customers; marketing information, such as details about ongoing or proposed marketing programs or agreements by or on behalf of the Company, projections, sales forecasts or results of marketing efforts or information about impending transactions;
- v. vendor and service provider information, prices and terms at which procurements are made by the Company.

B. Technical Information which includes but is not limited to:

- i. all technical data, information concerning databases, research, product plans, products, services, trade secrets or know-how,



- ii. information relating to developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, tooling, prototypes, sketches, models, drawings, samples;
- iii. information relating to trade secrets, confidential knowledge, data;
- iv. other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, data bases and any other original works of authorship.

C. Business Information which includes but is not limited to:

- i. business plans, mechanisms, business related functions, activities, business systems, processes and services;
- ii. trade secrets, business strategies, marketing strategies, methods of operation and market information;
- iii. other valuable information, confidential information and trade related information relating to the business and activities of the Company and useful or necessary for the success of the Company's business and activities;
- iv. I further certify that I have fully and completely complied with the terms of the Internship Agreement signed by me

3. Non-disclosure: Abiding by the Company Confidential Information Policy, I specifically agree that with regard to the following:

- a) to use such information only in the performance of Company duties;
- b) to hold such information in confidence and trust; and
- c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my internship with Company.

I further agree that any organizational information or staffing information learned by me in connection to my internship with the Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my internship with the Company. I further agree that I will not use or permit use of such as a means to recruit or solicit Company employees away from Company (either for myself or for others).

4. Proprietary Developments. This Agreement also concerns inventions and discoveries (whether patentable or not), designs, works of authorship, mask works, improvements, data, processes, computer programs and software ("Proprietary Developments") that are conceived or made by me alone or with others while I am interning with the Company and relate to the research and development or the business of Company, or result from work performed by me for Company, or that developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- a) to disclose them promptly to Company;
- b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- c) to assign any right of recovery for past damages to Company; and



d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the Company was used and which was developed entirely on my own time, unless (a) the invention relates (i) to the business of the Company or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the intern for the Company.

5. Respect for Rights of Former Employers. I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my internship with the Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

6. Work Product. The product of all work performed by me during and within the scope of my Company internship including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that the Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

7. Company Property. I undertake not to remove any Company property from Company premises without Company's permission. Upon the end of my internship with the Company, I will return all Company property to the Company unless the Company gives written permission to retain the same.

8. Protective Covenants. I agree that during my internship and for a period of twelve (12) months following the termination of my internship with the Company, I will abide by the following Protective Covenants:

- a) No Solicitation. I will not either in person or in conjunction with others knowingly solicit or induce or attempt to solicit or participate in soliciting or communicating with :
 - i) any customer of Company in pursuit of a Competing Line of Business ;
 - ii) Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company or work with me or any other person or entity; and
 - iii) Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company.

The above terms are defined as hereunder:



“Competitor” means an individual, corporation, other business entity or separately operated business unit of an entity that engages in a Competing Line of Business. “Competing Line of Business” includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). “Conflicting Business Activities” means job duties or other business-related activities in India or in any other country where the Company business units in which I work do business, or management or supervision of such job duties or business-related activities, if such job duties or business-related activities are the same as or similar to the job duties or business-related activities in which I participate or as to which I receive Confidential Information in the last two years of my internship with the Company.

“Company Employee” means an individual employed by or retained as a consultant to Company or its related corporations. “Company Supplier” means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

9. Enforcement. For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my internship with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

10. Relief and Extension. I understand that on violation of this Agreement including the Protective Covenants, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction; (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law; and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies which may apply. I agree that on violation of any provisions stated in the Protective Covenants, the time period will be extended by one day for each day of violation which may extend to a maximum time period originally prescribed for the same.

11. Severability, Authority for Revision, Assignment and Governing Law. The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I may have entered with Company relating to Confidential Information or Proprietary Developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be

assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

12. Acceptance by Company. A counterpart of this Agreement has been executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

13. Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company



Uttam Kumar Sanghi
APJ Talent Acquisition Leader

Signature:

Email: tejap231@gmail.com



16-Dec-2022

Dear Vanam Vamshee Krishina,

We are pleased to inform you that you have been selected for internship with Micro Focus Software Solutions India Private Limited (the "Company" or "Micro Focus"), Bangalore from 05-Apr-2023 to 04-Oct-2023 for a period of Six months ("Internship") under the guidance and supervision of Ravi Kumar or any other as may be decided from time to time by the Company and as per the terms and conditions of this agreement ("Agreement"). Your location would be Bangalore, India.

The terms and conditions of this Agreement are as under:

A. Compensation:

During the tenure of your Internship, you will be paid a stipend of Rs. 20,000 per month subject to tax deductible at source under the applicable law. The payment of stipend shall depend on your continued presence during working hours at the location stipulated herein above.

B. Working Hours

You will be required to carry out your Internship duties at our office location for 40 hours a week including lunch break of one hour from Monday to Friday. However, you understand and agree that you will be required to put in additional hours depending upon exigencies of business as may be specified by the Company from time to time.

C. Leave:

1. You are eligible for 1 day leave per month during the period of Internship. Leave cannot be accumulated, encashed or carried forward during the internship period.
2. During your Internship period, leave of absence must be approved by manager in advance.
3. You must report any leave due to sickness or injury to the manager as soon as practically possible and submit medical certificate where the leave exceeds 3 continuous days.

D. Notice Period:

1. At any time during this period, either party may terminate this Agreement, with or without cause, by giving to the other a notice of one week in advance.
2. Without prejudice to and notwithstanding the above, your Internship with the Company hereunder may be terminated immediately by the Company without any requirement of prior notice and without incurring any obligation or liability towards termination, if at any time in the sole and absolute discretion of the Company.



E. General Terms and Conditions:

1. It is clearly understood that you are not, in any manner providing any service, to Micro Focus and that the payment of stipend shall not, in any manner, be construed or deemed to be consideration towards the services of employment rendered by you.
2. During the period of Internship, you will not be entitled to any of the privileges, statutory benefits, reimbursements or allowances enjoyed by the regular employees of Micro Focus.
3. You will be responsible for the safekeeping of all the Company's properties and return in good condition, all the Company's properties may be in your use, custody or charge when demanded or on termination of this Agreement.
4. During your Internship with the Company, you shall be bound by the Company's policies applicable from time to time and any violation may invite disciplinary action including immediate termination of this Agreement.
5. During your Internship period, you shall be obligated to compensate Micro Focus appropriately, in the event you cause any loss or damage to any property that is owned or leased by Micro Focus.
6. You understand that the Company shall not be responsible for any loss, theft or damage caused to your belongings or injuries/ impairment in health caused to you in any manner whatsoever during your Internship period.
7. This Agreement shall be governed and construed in accordance with laws in India.

F. Confidentiality:

1. During your Internship with the Company, you may come across certain confidential or proprietary information related to the business of the Company. You undertake not to disclose such information to any third party in any circumstances whatsoever.
2. You shall not publish your research / project report and about the Company in any form either in the social or mass media. Any generic report prepared by you with prior approval from your manager shall used strictly for academic purposes.
3. You shall maintain utmost confidentiality on any information that you may acquire during the internship period and sign the attached 'Agreement Regarding Confidential Information and Proprietary Developments' on or before the start of Internship.
4. During your Internship period, you shall not, copy, duplicate, decompile or translate any intellectual property of Micro Focus without appropriate authorization. You shall not take out any intellectual property belonging to Micro Focus, outside the workplace or Micro Focus's premises, without appropriate authorization from the supervisor.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.

Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

We look forward to having you join us and wish you a fruitful Internship with us. Kindly confirm your acceptance of the terms herein by signing below.



Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

**US Export Controls on Technology Transfer
Micro Focus Employee Letter of Assurance**

I acknowledge that during my work for Micro Focus International PLC (MF) I may, directly or indirectly, receive or access software and/or technical data which MF has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. (15 CFR - Part 740.6 – License Exceptions TSR)

This list is subject to change without notice.

Armenia
Azerbaijan
Belarus
Cambodia
China (PRC)
Georgia
Iraq
Kazakhstan
Korea, North
Kyrgyzstan
Laos
Libya
Macau
Moldova
Mongolia
Russia
Tajikistan
Turkmenistan
Ukraine
Uzbekistan
Venezuela
Vietnam
Yemen
Cuba



Iran
Korea, North
Sudan
Syria

Agreement Regarding Confidential Information and Proprietary Developments

THIS CONFIDENTIALITY AGREEMENT (the "Agreement") is entered on this 16-Dec-2022 by and between **Micro Focus Software Solutions India Private Limited** (the "Company"), and Mr./Ms. Vanam Vamshee Krishina ("Intern"). In consideration of the commencement of the internship and the stipend paid to the Intern, the Intern hereby acknowledges and agrees with the Company as follows:

1. General. During my internship with the Company, I may have access to and become familiar with various trade secrets, confidential and proprietary information, training, and/or customer contacts belonging to the Company, its affiliates and customers to assist me in performance of my duties. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company, unless such intern is compelled to disclose it by judicial process.

2. Confidential Information. This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public ("Confidential Information") which is acquired or produced by me in connection with my internship with the Company. The term "Confidential and Proprietary Information" means the following:

A. Company Internal Information which includes but is not limited to:

- i. customer information, such as any compilation of past, existing or prospective customers, customers' proposals or agreements between customers and status of customers' accounts or credit, or related information about actual or prospective customers, customer lists, knowledge of customer needs and preferences;
- ii. tax records, financial information, such as the Company's earnings, assets, debts, prices, pricing structure, estimates, volumes of customers,
- iii. employee/personnel database, any information or data pertaining to or in relation with the past and current employees of the Company;
- iv. transaction details such as names or address, terms of services, procurement requirements, contracts of particular transactions, or related information about potential customers; marketing information, such as details about ongoing or proposed marketing programs or agreements by or on behalf of the Company, projections, sales forecasts or results of marketing efforts or information about impending transactions;
- v. vendor and service provider information, prices and terms at which procurements are made by the Company.

B. Technical Information which includes but is not limited to:

- i. all technical data, information concerning databases, research, product plans, products, services, trade secrets or know-how,



- ii. information relating to developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, tooling, prototypes, sketches, models, drawings, samples;
- iii. information relating to trade secrets, confidential knowledge, data;
- iv. other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, data bases and any other original works of authorship.

C. Business Information which includes but is not limited to:

- i. business plans, mechanisms, business related functions, activities, business systems, processes and services;
- ii. trade secrets, business strategies, marketing strategies, methods of operation and market information;
- iii. other valuable information, confidential information and trade related information relating to the business and activities of the Company and useful or necessary for the success of the Company's business and activities;
- iv. I further certify that I have fully and completely complied with the terms of the Internship Agreement signed by me

3. Non-disclosure: Abiding by the Company Confidential Information Policy, I specifically agree that with regard to the following:

- a) to use such information only in the performance of Company duties;
- b) to hold such information in confidence and trust; and
- c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my internship with Company.

I further agree that any organizational information or staffing information learned by me in connection to my internship with the Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my internship with the Company. I further agree that I will not use or permit use of such as a means to recruit or solicit Company employees away from Company (either for myself or for others).

4. Proprietary Developments. This Agreement also concerns inventions and discoveries (whether patentable or not), designs, works of authorship, mask works, improvements, data, processes, computer programs and software ("Proprietary Developments") that are conceived or made by me alone or with others while I am interning with the Company and relate to the research and development or the business of Company, or result from work performed by me for Company, or that developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- a) to disclose them promptly to Company;
- b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- c) to assign any right of recovery for past damages to Company; and



d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the Company was used and which was developed entirely on my own time, unless (a) the invention relates (i) to the business of the Company or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the intern for the Company.

5. Respect for Rights of Former Employers. I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my internship with the Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

6. Work Product. The product of all work performed by me during and within the scope of my Company internship including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that the Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

7. Company Property. I undertake not to remove any Company property from Company premises without Company's permission. Upon the end of my internship with the Company, I will return all Company property to the Company unless the Company gives written permission to retain the same.

8. Protective Covenants. I agree that during my internship and for a period of twelve (12) months following the termination of my internship with the Company, I will abide by the following Protective Covenants:

- a) No Solicitation. I will not either in person or in conjunction with others knowingly solicit or induce or attempt to solicit or participate in soliciting or communicating with :
 - i) any customer of Company in pursuit of a Competing Line of Business ;
 - ii) Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company or work with me or any other person or entity; and
 - iii) Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company.

The above terms are defined as hereunder:



“Competitor” means an individual, corporation, other business entity or separately operated business unit of an entity that engages in a Competing Line of Business. “Competing Line of Business” includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). “Conflicting Business Activities” means job duties or other business-related activities in India or in any other country where the Company business units in which I work do business, or management or supervision of such job duties or business-related activities, if such job duties or business-related activities are the same as or similar to the job duties or business-related activities in which I participate or as to which I receive Confidential Information in the last two years of my internship with the Company.

“Company Employee” means an individual employed by or retained as a consultant to Company or its related corporations. “Company Supplier” means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

9. Enforcement. For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my internship with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

10. Relief and Extension. I understand that on violation of this Agreement including the Protective Covenants, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction; (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law; and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies which may apply. I agree that on violation of any provisions stated in the Protective Covenants, the time period will be extended by one day for each day of violation which may extend to a maximum time period originally prescribed for the same.

11. Severability, Authority for Revision, Assignment and Governing Law. The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I may have entered with Company relating to Confidential Information or Proprietary Developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be

assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

12. Acceptance by Company. A counterpart of this Agreement has been executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

13. Acceptance by Intern. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company



Uttam Kumar Sanghi

APJ Talent Acquisition Leader

Signature: 

Email: VanamVamsheeKrishina@gmail.com