

Company Name: NTT Data Global (+91 80. 3342 6000)

USN: 1KS17CS001

Name: Aafreen Hussain

DocuSign Envelope ID: CF9BEFA6-3055-49C6-99DC-CBCFA24B774C

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

6-March-2021
Aafreen Hussain
K S Institute Of Technology

Dear Aafreen Hussain,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Company Name: KPMG Global Services Private Limited

USN: 1KS17CS001

Name: Aafreen Hussain

02/08/2021

eOffer Content

31-Jul-2021

Aafreen Hussain
#270B 4th Cross, 7th Main, Minhaj Nagar, Kadrenahalli,
Bangalore - 560078

Dear Aafreen,

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MC-ES-Oracle Tech Dev team**.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **06-Sep-2021**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

Company Name: MINDTREE (080- 6706 4000)

USN: 1KS17CS005

Name: Amogh R



A Larsen & Toubro Group Company

Date:19-Jun-2021

To

Amogh R
INDIA

Dear Amogh R,

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 Salary Grade 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 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

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

Candidate No: TN/80019269/21

Company Name: TCS (080-6724 7000)

USN: 1KS17CS005

Name: Amogh R



Offer: Computer Consultancy
Ref: TCSL/DT20206744184/Bangalore
Date: 09/01/2021

Mr. Amogh R
7, 7th A Cross, Venkatapura Main Road,
Koramangala,
Bangalore-560034,
Karnataka.
Tel# -

Dear Amogh 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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements 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/DT20206744184

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

Company Name: Accenture

USN: 1KS17CS005

Name: Amogh R



To,

Name : Amogh Ranganathaiah

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

Dear Amogh Ranganathaiah,

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

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

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

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

Company Name: CRMIT Solutions Private Limited (080 6723 7555)

USN: 1KS17CS006

Name: Amogha Manjunath



CRMIT Solutions Private Limited

**26-Feb-2021
Bangalore**

Ms. Amogha Manjunatha K
KSIT
Bengaluru

Dear Amogha,

Sub: Offer Letter

Congratulations!

Subsequent to the discussions had with you by our team, we are pleased to offer you the position of **"CX Cloud Developer- Trainee"** in the Corporate Grade Band **"L1"** with a CTC of **INR 5, 00,000/-** effective **05-July-2021** at Bangalore location on the following terms and conditions.

The Following shall be the terms and conditions of your appointment:

- 1) You will be paid an Annual CTC of **INR 5, 00,000/- (Rupees Five Lakhs only)**, from the date you are joining the Company. This will be disbursed to you in accordance with the prevailing standard compensation plans of CRMIT, information on which will be provided to you. A variable pay of 5% is included in your CTC, it is paid to you based on your performance.
- 2) The Company reserves the right to depute/transfer you to any other location in India or abroad as the business demands and in consistence with the Company's interest.
- 3) You will have to maintain strict confidentiality of the Company's policies, strategies and technologies. Once the employment ceases you will return to the Company all papers & documents or other property relating to the business of the Company or its clients and you will not retain any copies or extracts there from.
- 4) As per our policy, you will be required to sign the Non-Disclosure Agreement (NDA)/Non-Compete Agreement with the Company.
- 5) Your appointment is also subject to the satisfactory background verification check report received based on the data provided by you. The background verification check is carried out simultaneously along with your joining with us.
- 6) The Company reserves the right to make a mandatory reference check from your previous employers. In addition, a background check may also be conducted from your previous Employers and Educational Institutions. Depending on the credentials of such report the employment shall stand confirmed. Whereas in case of any adverse report against you which may be detrimental to the interests of the Company or if the information furnished by you is not true and/or misleading, the Company reserves the right to terminate your services forthwith (notwithstanding any

Registered Office:

Fortune Summit Business Park,
Plot No. 244, Hosur Main Road,
Bengaluru - 560 068, India.
☎ +91 (80) 6723 7555
☎ +91 (80) 2572 3553
✉ contact@crmit.com
🌐 www.crmit.com

CIN: U72900KA2003PTC032570



Company Name: CSG
USN: 1KS17CS008
Name: ANOOP P S



Dear Anoop,

Date:21 Sep, 2021

LETTER OF APPOINTMENT TO CSG Systems International (India) Private ("CSG")

Welcome to CSG!

We have pleasure in offering you employment with the CSG. Your conditions of employment are as follows:

Position Details:

Job Title: Software Dev Engr Grad

Reporting Unit: FORTE WEB DEVELOPMENT

Date of Commencement of Employment:

The commencement date of your employment is 4 Oct, 2021

Location of work

Embassy Tech Village, Unit 1, 9th Floor, Block 7B, Near New Horizon College, Devarabisanahalli, Outer Ring Road, Bengaluru – 560103

Special Conditions

- a) This offer expires within 24 hours of receipt of this Offer of Employment.
- b) The Employee will be required to have and maintain the legal right to work in India.
- c) The Employee will be required to possess and maintain valid travel documents (passport etc.) as travel will fall part of the employment duties.
- d) This offer is also contingent upon your representation that you are not a party to or bound by a non-compete, non-solicitation or any other agreement with a current or former employer restricting you from accepting and performing the functions of this offer of employment.

22-Sep-2021 2:45 AM

Company Name: Infosys
USN: 1KS17CS008
Name: ANOOP P S



HRD/3T/1001717782/21-22

Mr. Anoop P S
005, Navanitha Silver Woods
Opp To Ginger Lake View Dr.Vishnuvardhan Road Sunnadkalpalya Kengeri Bengaluru-560060
Bangalore-560060
India

Ph: +91-9742853412

Dear Anoop,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

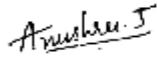
INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Name: KPMG Global Services Acceptance
USN: 1KS17CS011
Name: Anushree J

Joining Confirmation and Employment Contract Acceptance

Pursuant to the offer of employment extended to me by KPMG Global Services Private Limited (the Company), I Anushree J, D/O Jayanna H K, confirm that I have joined the company effective today.

The attached employment contract is being accepted by me today at Bangalore, by electronic means, i.e. through an email. I further confirm that by sending this confirmation from my email, the Company shall be entitled to treat the employment contract as having been signed by me and further that the Company shall be entitled to rely on the same, to the same extent and in the same manner, as if this employment contract was physically signed by me. I hereby acknowledge and unconditionally agree that by sending this employment contract over email, I agree to be legally bound by the same. I also confirm that I am not employed with any other employer as on date,



Signed

21/08/2021
Date: (dd/mm/yyyy)

Company Name: Avaali
USN: 1KS17CS014
Name: Lakshmi Prasanna



April 15, 2021,

Ms. Lakshmi Prasanna
Bangalore

EMPLOYMENT CONTRACT

Dear Lakshmi Prasanna,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:
 - a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
 - b. Your commencement will be not later than at 9.00 am on April 19, 2021.
 - c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
 - d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
 - e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration
 - a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
 - b. You shall be paid a basic salary of INR 92,580 per annum.
 - c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
 - d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
 - e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.

Company Name: KPMG Global Services Private Limited

USN: 1KS17CS017

Name: Chaitra

8/3/2021

eOffer Content

30-Jul-2021

**Chaitra .
Flat no 17B-5, Nandi Gardens Phase 2, JP Nagar 9th
Phase,
Bangalore - 560062**

Dear Chaitra,

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MC-Central team**.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **06-Sep-2021**, this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

Company Name: NTT Data Services

USN: 1KS17CS017

Name: Chaitra

DocuSign Envelope ID: D5860469-C0C4-43FF-BB53-B222F413F6E2

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000



06-March-2021
Chaitra Sharanayya
K S Institute Of Technology

Dear Chaitra Sharanayya,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) .Net Certification – Software Development Fundamental (Code: Exam 98-361)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However, if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on .Net skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies' establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Company Name: FIS
USN: 1KS17CS018
Name: Chandana B R



Fidelity Information Services India Private Ltd.
CIN: U72200DL2002FTC114964
2nd & 3rd Floor, Tower 3, Block Warp, SJR I Park,
EPIP – Zone 1, Whitefield Road,
Bangalore – 560 066, INDIA.
Phone: +91.80.41443000
www.fisglobal.com

18th June 2021

Ms. Chandana B R,
Bangalore

Letter of Offer

Dear Chandana B R,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- 1) Designation: **IT Trainee / Global Title – InP - IT Trainee**
- 2) Place of Posting: **2nd & 3rd Floor, Tower 3, Block Warp, SJR I Park, EPIP Zone
Whitefield Road, Bangalore – 560066**
- 3) Date of Joining **28th June 2021**
- 4) Compensation & Benefits
Annual Fixed Pay : Rs. 465116/-
Performance Pay : Rs. 34884/-
Total Compensation(TC) : Rs. 500000/-
(Break up of above Compensation details are provided in Annexure 1)
- 5) Background Checks
Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.
- 6) Confidentiality
You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
- 7) Notice Period:
Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
- 8) Probation period:
You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

We request you to submit

- 1) The documents listed in **Annexure 2** at the time of acceptance of offer.
- 2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team FIS.

Yours sincerely

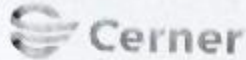
Amol Gupta
Regional TPO Lead – India & Philippines

I hereby accept the above offer
Chandana B R

Company Name: Cerner Healthcare Solutions India Private Limited

USN: 1KS17CS026

Name: Gautham C R



August 19, 2021

Gautham C R
#1743, 1st Block, Sir M V Layout
Near KHB Platinum
Bangalore, India 560060

Dear Gautham:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Delivery Consultant I at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 5,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 5,78,296 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by August 23, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by August 19, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

Company Name: Cerner Healthcare Solutions India Private Limited
USN: 1KS17CS033
Name: Karthik T C



August 18, 2021

Karthik T C
#610, 8th main, 10 thcross
Kumarswamy layout
Bengaluru, India 560077

Dear Karthik:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Delivery Consultant I at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 5,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 5,78,296 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by August 23, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by August 19, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

Company Name: NTT Data Services

USN: 1KS17CS042

Name: Meghana G

DocuSign Envelope ID: 2C0C7CAD-9458-4331-BB10-F5B64B09FB62

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

6-March-2021
Meghana G
K S Institute Of Technology

Dear Meghana G,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A. During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Company Name: Amazon Transportation Services Pvt Ltd
USN: 1KS17CS047
Name: Nikitha Katari

DocuSign Envelope ID: 5DEB7006-FC48-499F-8CD5-0BA43B16F4D5

CC STC 00187879 2021 TR



04th May'21

TO WHOMSOEVER IT MAY CONCERN

Sub: Internship of Nikitha Katari at ATSP- BLUA (Bengaluru)

This is to certify that **Nikitha Katari**, a student of **K S Institute of Technology** has completed her internship with Amazon Transportation Services Pvt. Ltd from **24th August 2020 to 24th November 2020** at **BLUA** delivery station, **Bengaluru**.

The project was titled "**DA Scorecard**" and assigned by Team BLUA under the guidance of **Prateek Arora (SM-BLUA)**. She has successfully completed all the requirements of his project.

We wish her all the best in her future endeavors.

Regards,
For Amazon Transportation Services Pvt. Ltd

The image shows a digital signature in blue ink, enclosed in a blue rectangular box. Above the signature, the text "DocuSigned by:" is visible. Below the signature, the name "GOWARDHAN DEVIDAS BORKAR" is printed in a small, blue, sans-serif font.

Gowardhan Devidas Borkar
Sr. HRBP – South Zone

**Registered Office: Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi – 110 019
Telephone No – 011-47985600**



Company Name: Jaro Education
USN: 1KS17CS047
Name: Nikitha Katari



26th December, 2020

To,

Mr. Nikita Katari

Dear Nikita,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st three months	Effective from 4 th Month
Basic Salary	15,050	16,000
House Rent Allowance	1,505	8,000
Transport Reimbursement	1,600	1,600
Telephone Reimbursement	500	500
Statutory Bonus (Paid Monthly)	1,254	1,400
Special Allowance	5,091	12,500
Total	25,000	40,000
Daily Travel Reimbursement	3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	2,000	2,000
Total	40,000	55,000

Regards,
Jaro Education

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____

Jaro Institute of Technology Management and Research Limited
Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.
CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

Company Name: Dreamplug Technologies Limited
USN: 1KS17CS047
Name: Nikitha Katari



CONSULTANCY AGREEMENT

This Consultancy Agreement (the "Agreement") is made and entered into this 8th March 2021 (the "Effective Date") by and between Dreamplug Technologies Pvt Ltd with its principal place of business located at Salarpuria Emporium, Next to New Horizon School, 100 Feet Rd, Indiranagar, Bengaluru, Karnataka 560038 (the "Company") and Nikitha Katari with its principal place of business located at 127, 3rd cross, Silver Oak Layout, Near brigade Palmsprings Apartments, JP Nagar 7th Phase, Bangalore- 560078 Landmark - Brigade palm Springs Apartments/Adarsh Citrine Apts. (the "Consultant") (hereinafter referred to individually as a "Party" and collectively as "the Parties"). WHEREAS, the Company desires to engage the Consultant to provide certain services in the area of Consultant's expertise and the Consultant is willing to provide such services to the Company;

NOW, THEREFORE, the Parties hereby agree as follows:

1. **Engagement and Services**

(a) **Engagement.** The Company hereby engages the Consultant to provide and perform the services set forth in Exhibit A attached hereto (the "Services"), and the Consultant hereby accepts the engagement.

(b) **Standard of Services.** All Services to be provided by the Consultant shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented it has. The Company shall provide such access to its information, property and personnel as may be reasonably required in order to permit the Consultant to perform the Services.

(c) **Tools, Instruments and Equipment.** Consultant shall provide Consultant's own tools, instruments and equipment and place of performing the Services, unless otherwise agreed between the Parties.

(d) **Representation and Warranty.** Consultant represents and warrants to the Company that it is under no contractual or other restrictions or obligations which are inconsistent with the execution of this Agreement or which will interfere with the performance of the Services.

2. **Consultancy Period**

(a) **Commencement.** This Agreement shall commence on the Effective Date and shall remain in effect until the completion of the Services or the earlier termination of this Agreement as provided in Article 2 (b).

Dreamplug Technologies Private Ltd

Registered Office: 100 Feet Road, 100 Feet Rd, HAL 2nd stage, Indiranagar, Bengaluru, Karnataka 560038
Corporate Office: 3rd floor, Silver Oak Emporium, 100 feet road, HAL 2nd stage, Indiranagar, Bengaluru, Karnataka - 560038

www.cred.club | CIN: U30901M 2019PTC098257

Company Name: Amazon India Private Limited

USN: 1KS17CS047

Name: Nikitha Katari

Amazon India Employee Benefits

All full time regular employees of Amazon India are eligible to participate in our employee benefits program on the first of the month following their date of joining. This document captures a summary of the key benefits. The following is the summary of the benefits as per current company policies that you will be eligible to effective your joining date, subject to applicable company rules/schemes and terms/conditions from time to time.

This summary provides an overview of the main provisions of the benefits programs for employees in Amazon India unless otherwise stated. This summary is not a legally binding document. If there is discrepancy between this information and either applicable legislation or the plan or policy documents, the legislation or the plan or policy documents will prevail in all cases. Participation in Amazon's benefits does not constitute a contract of employment. Amazon reserves the right to modify or terminate any portion of the Amazon benefits program and/or any of its policies at any time with or without notice.

More details regarding benefits or related policies can be obtained on the internal portal Inside - <https://inside.amazon.com/> on joining.

EMPLOYEE MEDICAL INSURANCE

Amazon offers medical insurance cover of INR 500,000 (family floater) for Employees and their dependents (Spouse and up to 2 Children). Employees can also cover either parents or parents-in-law (but not a combination) by paying additional premium. Covering parents or parents-in law will require a monthly employee contribution which will be through payroll deduction. Parental sum insured options range from INR 100,000 to INR 1,000,000 and premium details can be accessed on medical insurance page on Inside.

Employees can also opt for voluntary top-up plan (Employee, Spouse & 2 children) by paying an additional premium. This is an additional cover over and above the defined sum-insured. Employees can opt for any of the sum-insured options ranging from additional INR 100,000 to INR 500,000 per family and premium details can be accessed on medical insurance page on Inside.

The contributions for additional options will be deducted from the monthly salary as per Amazon's payroll practice. Employees who do not opt for any of the voluntary options towards covering dependent parents/parents-in-law and voluntary top-up plans are not required to make any contribution.

There is co-pay applicable on insurance claims which will have to be borne by employees.

EMPLOYEE ACCIDENT INSURANCE

Amazon employees are covered under Accident Insurance up to a maximum of three times their Annual Base Pay. This benefit is only for Employees and NOT for his/her dependents.

EMPLOYEE LIFE INSURANCE

Amazon employees are covered under Life Insurance up to a maximum of four times the Annual Base Pay. This benefit is only for Employees and NOT for their dependents.

Important Note: If an employee's life insurance cover (i.e.) 4 times the Annual Base Pay is in excess of the free cover limit (FCL), he/she will be required to undergo medical tests as prescribed by our insurer. If employee is beyond specified age limit, term life coverage will be NIL and they need to undergo medical tests as recommended by insurer to ensure coverage.

All insurance coverage is subject to any applicable medical underwriting and employees are liable for any taxes that may be due as a result of receiving these benefits, unless specified. For insured benefits, only the insurer and not Amazon is liable for benefits.

Note: Please refer to the Insurance benefit pages on Amazon's internal portal – Inside Amazon upon joining for further details of medical, accident and life insurance coverage including exclusions and waiting periods that may apply before a benefit can be claimed.

Company Name: KPMG Global Private Limited

USN: 1KS17CS047

Name: Nikitha Katari

02/08/2021

eOffer Content

30-Jul-2021

Nikita Katari

#127 , 3rd cross , Silver Oak Street, Near Brigade Palmsprings Apartments, JP Nagar 7th Phase, Bangalore - 560078

Dear **Nikita**,

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MC-ES-Oracle Tech Dev team**.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **06-Sep-2021** , this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

Company Name: NTT Data Services

USN: 1KS17CS051

Name: Kishore P

DocuSign Envelope ID: E5A42BF0-4CB3-4675-A719-8741DA94409E

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000



23-March-2021
P Kishore
K S Institute Of Technology

Dear Kishore,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 3,50,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Company Name: FIS
USN: 1KS17CS061
Name: Rakshith R



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
4th Floor, (6th Level) Embassycon,
No 3 (Old No. 2), Infantry Road,
Bangalore - 560001, INDIA
Tel: 080-3031 3000
www.fisglobal.com

JR0152244/B/SH/07-June-21

To:
Rakshith R,
Bangalore.

Subject: Offer of Employment

Dear Rakshith R,

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

India Title	IT Trainee
Global Title	InP - IT Trainee
Location	Full time at Bangalore
Probation Period	6 Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	28 th June 2021

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 38,760
Performance Bonus	: Rs. 34,884
Total Compensation	: Rs. 500,000
Cost to Company	: Rs. 522,780

Quarterly Incentive Performance Plan payout will be as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance. Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

Regd. Office: S-405 (LGF), Greater Kailash Part II, New Delhi 110048

Company Name: NTTDATA Services

USN: 1KS17CS061

Name: Rakshith R

DocuSign Envelope ID: 19E967C4-65C0-48E1-A6CB-CE7A29A9D88C

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000



06-March-2021
Rakshith R
Kammavari Sangham Institute of Technology

Dear Rakshith R,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A. During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- .Net Certification – Software Development Fundamental (Code: Exam 98-361)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However, if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on .Net skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies' establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Company Name: TCS
USN: 1KS17CS061
Name: Roshini R



Offer: Computer Consultancy
Ref: TCSL/DT20207304447/Bangalore
Date: 16/08/2021

Ms. Roshini R
#152/114th Cross,
Venkatadhri Layout,
Bangalore-560076,
Karnataka.
Tel# 91-9880135029

Dear Roshini 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.

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

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

TCS Confidential
TCSL/DT20207304447

1

TATA CONSULTANCY SERVICES

HYDEHI 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

Company Name: KPMG Global Services Private Limited
USN: 1KS17CS075
Name: Shashank Shet K

7/30/2021

eOffer Content

30-Jul-2021

Shashank Shet K
#51, 1st Model House Street, Basavanagudi,
Bengaluru - 560004

Dear **Shashank Shet,**

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MC-ES-Oracle Tech Dev team**.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **06-Sep-2021**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

Company Name: KPMG Global Services Private Limited

USN: 1KS17CS081

Name: Spoorthi R

30-Jul-2021

Spoorthi R

**No 466, 9th Main Road, Road opposite to Mantri Alpyne
Apartment, Uttarahalli Kengeri Main Road,
Banashankari 5th Stage,
Bangalore - 560061**

Dear Spoorthi,

On behalf of **KPMG Global Services Private Limited** (the 'Company'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MC-ES-Oracle Tech Dev team**.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **06-Sep-2021**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs.250000/- (Two Lakh Fifty Thousand Rupees)** per annum, payable monthly in

Company Name: Ford Motor Private Limited

USN: 1KS17CS083

Name: Srikala K M

Ford Motor Private Limited
A Subsidiary of Ford Motor Company, USA



18 September 2021

Ref No: 49604BR

Srikala K M
1113/B Eshwari Nilaya, 8th Cross,
Ashoknagar Near Vidyapeeta Circle, Bangalore - 560050,
Karnataka.

Dear Srikala,

Congratulations!

We take immense pleasure on your **provisional** appointment as **Junior Engineer** and welcoming you as a member in our ONE FORD family.

We are sure that you will find your career with Ford to be exciting. At Ford, we offer tremendous opportunities for you to make the best use and Go Further in the journey. Ford has always been a fun, safe and rewarding place to work. We encourage you to embrace yourself in our workplace initiatives to ensure we continue to be one of the great places to work in the country.

Important

Read all the employment terms mentioned in this letter as provisional employment. Final appointment is subject to the following conditions:

- You should have successfully completed your graduation/post-graduation course in the academic year 2020-2021 with 60% aggregate or 6.0 CGPA.
- Submission of course completion certificate or equivalent document and final semester or consolidated mark sheet as a proof for your successful course completion is mandatory within 6 months of your Date of Joining, else it is deemed that your probation is extended further. Refer probation clause for more details.
- Your final appointment confirmation is subject to you fulfilling the above-mentioned conditions. In case if you fail to do so, your provisional appointment shall be terminated as per the discretion of Ford with or without prior notice.

Wishing you all the best!
Digitally signed by PADMINI RANGANATHAN
Date: 2021.09.18 12:30:47 +05:30
Reason: Approved
Location: Chennai

Authorized Signatory
For Ford Motor Private Limited



Registered Address : Plot Nos. 13,15 and 16, Survey No. 602/3 part, ELCOT IT/ITES
SEZ, Sholinganallur, Chennai-600119, TamilNadu. Ph : +91-44-6474 1111, Fax : +91-44-6474 0647
Corporate Identity Number : U74120TN1998PTCO41070

Company Name: KPMG Global Services Private Limited

USN: 1KS17CS089

Name: Swathi



Candidate Application Form

Please affix a recent, color passport size photograph

Position applied for

PERSONAL DATA

Name <i>(As it appears on the national ID proof submitted to KPMG)</i>	Title		First Name		Middle Name		Last Name						
	Father's Name		Title		First Name		Middle Name		Last Name				
Current Correspondence Address	Address												
	City				Pin								
Place (City) of residence	Address												
Permanent Address	Address												
	City				Pin		Blood Group						
Primary contact number	Contact Numbers		Mobile		Home		Work						
	Email Address		Date of Birth		Marital Status		Gender						
Old KPMG email ID <i>(for ex KPMG alumni)</i>	Ex KPMG Candidates are required to fill Annexure-1 towards the end of this form												
Nationality	Valid Indian Work Visa		PAN No.		PAN No.		Employment History						
	Current Employer <i>(along with address)</i>		Experience with current employer		Years		Months		Overall Work Experience		Years		Months

Company Name: Infosys
USN: 1KS17CS089
Name: Swathi Pai



HRD/3T/1001724413/21-22

Ms. Swati Pai
Flat no V A2, Ground Floor, Sri Krishna Residency,
J P Nagar, 1st phase, 9th B cross, Near Sarakki Market
Bangalore-560078
India

Ph: +91-9902426515

Dear Swati,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Company Name: Avaali
USN: 1KS17CS090
Name: T K Dhanushree



July 20, 2021,

Ms. T K DHANUSHREE

Bangalore

EMPLOYMENT CONTRACT

Dear Dhanushree,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:
 - a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
 - b. Your commencement will be not later than at 9.00 am on August 2nd, 2021.
 - c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
 - d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
 - e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration
 - a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
 - b. You shall be paid a basic salary of INR 92,580 per annum.
 - c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
 - d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
 - e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.

Company Name: KPMG Global Services Private Limited
USN: 1KS17CS090
Name: T K Dhanushree

8/2/2021

eOffer Content

30-Jul-2021

**T K Dhanushree .
Girilakshmi Nilaya, Beguriahna Beedi, Kalidasa
Nagara, Tarikere Town, Chikkamagaluru,
Tarikere - 577228**

Dear **T K Dhanushree,**

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MC-ES-Oracle Tech Dev team**.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **06-Sep-2021**, this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

Company Name: Lenskart Solutions Pvt. Ltd.
USN: 1KS15CS011
Name: Apoorva V Kumar

DocuSign Envelope ID: F2E9B431-FFC4-4D1C-9339-F682AF528513

Lenskart Solutions Pvt. Ltd.

12/1, 7th Floor, Vatika Mindscapes, National Highway 2
Sector 27D, Faridabad, Haryana - 121003 | www.lenskart.com
CIN: U51494DL2008PTC178355



April 06, 2021

To,
Apoorva V Kumar

Sub: Offer of Employment: Lenskart Solutions Private Limited.

Dear Apoorva

On behalf of Lenskart Solutions Pvt. Ltd. (the "Company"), we are very pleased to issue this offer letter for the position of Tech@Lenskart. You shall be part of the (Function) Technology based out of Bangalore. This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is subject to your acceptance of terms of the employment agreements referenced below. This offer is contingent on a candidature reference and successful completion of the background check done by the Company.

Joining Date and Salary

Unless we mutually agree otherwise in writing, you will commence employment on April 12th, 2021. Your starting salary will be 4,50,000 (INR Four Lakh & fifty thousand only) per annum, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. The detailed compensation breakup is given in the enclosed Annexure. Your base salary is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, excluding payments for any overtime.

On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written employment agreement between you and the Company (the "Employment Agreement").

Irrespective of the background check conducted by the Company, in case you are not an Indian national and required to obtain applicable visa/ work permit/ authorization or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment and submit a copy to the Company. The validity of the offer letter shall cease to effect, if it is found that you do not have required work permit/ authorization/ visa, as the case may be, to work in India.

V. Kumar

Company Name: AIE Software India Pvt. Ltd
USN: 1KS16CS030
Name: Kavya D

DocuSign Envelope ID: FA1DD108-1E48-4E9E-980E-A1DA86006FE8



AIE SOFTWARE INDIA PVT. LTD.

CIN: U74900KA2018FTC108754

+91 - 080 409 27223
info@aienterprise.com
www.aienterprise.com

17-Jun-2021
AIE0621-007

Kavya D,
60/20, 2nd main, 3rd Cross,
Tyagaraj Nagar, Bangalore,
Karnataka-560028.

Offer Letter

Dear Kavya D,

This is with reference to your application and subsequent test / interview you had with us, we are delighted to offer you a position of Trainee in AIE Software India Pvt Ltd ("AIE") based in Bangalore. We extend this offer and the opportunity it represents, with great confidence in your abilities and believe that your competence, coupled with opportunities at AIE will be a winning team. We are excited with the prospect of you joining our organization on or before 21-Jun-2021.

Your monthly stipend will be is Rs. 12000/- (Rupees Twelve Thousand Only) and shall be subjected to statutory and other deductions as per Organization's policies and practices.

We would be conducting a background and reference checks either directly or through a third party. In case, the checks are not up to the expectations of the organization, the offer will stand cancelled.

Your employment with the Company is "At-Will." You will be on a probation for 6 months and post which based on your performance and the relevant vacancy available in the company, you will be confirmed as a permanent employee of the company. There will a revision in the compensation after the probation ends. The amount will be shared in a different letter at opportune time.

You shall be bound to maintain confidentiality of your compensation details and reach out to the HR team for any clarifications.

By signing this instrument, you agree and confirm to abide by all legal, professional, ethical and Organization's Policy applicable to your work (including confidentiality, exclusivity and noncompete

Regd. Office: 14th Floor, SKAV 909, Lavelle Road, Bangalore - 560001

Company Name: KreditBee Finnovation Tech Solutions Pvt. Ltd.

USN: 1KS16CS033

Name: Ketan K



Finnovation Tech Solutions Pvt. Ltd.

21-Oct-2020

Dear **Mr. Ketan K,**

Sub: Offer Letter

Greetings from **Finnovation Tech Solutions Pvt. Ltd.**

This is further with reference to our discussions; the Management is pleased to offer you a position of **"Software Engineer"** with **Finnovation Tech Solutions Pvt. Ltd.** ("Company"), under the following terms and conditions:

TERMS AND CONDITIONS

- 1. Date of Joining:** Your date of joining will be on or before **27-Oct-2020**.
- 2. Reporting Structure:** You will be part of **"Product & Technology"** Department.
- 3. Duties:** In addition to the normal responsibilities/duties associated with the above position, the Company may also assign you other duties as deemed fit and proper.
- 4. Leave:** You will be entitled to leaves as per Company rules.
- 5. Salary and Benefits:** The Compensation and Benefits package applicable to you is given as **Salary Annexure**. We would like to treat all such compensation-related information as personal and confidential. Your compensation and benefits program will be subject to the statutory deductions in force.
- 6. Probation & Notice Period:** You will have a probation period of **3 months** from the date of joining. You will be confirmed at the end of **3 months**. If your performance during this period is not satisfactory, your service is liable to be terminated without notice. The organization will have the right to terminate your services at the end of this period or extend this period of probation for a period deemed fit by the organization. Once confirmed, the notice period of **2 months** will be applicable.
- 7. Place of Posting:** Your place of posting will be at **Bangalore**. However, during your employment with us you may be posted or transferred / attached to any other Units / Companies / Offices of Company in India or abroad at the sole discretion of the management.
- 8. Income Tax:** All components of your remuneration will be subject to deduction of income tax as per the provisions of Income Tax Act, 1961 and other applicable laws.
- 9. Rules:** You shall be governed by the rules and regulations of the Company in force or amended from time to time during your employment. You agree that acceptance of this offer of

15/3, 2nd Floor, Cambridge Road, Cambridge Layout, Jogupalya, Bengaluru, Karnataka 560008

GIN No. V25900KAZ98P1C00063

080-45077777

care@kreditbee.in

Company Name: btc boston technology corporation
USN: 1KS16CS091
Name: Sheela Kanni



BOSTON TECHNOLOGY CORPORATION

Sheela Kanni

Date: 19/08/2021

Plot no : 85, Balaji Nilaya, New Jewargi Road
Bhagyawanti Nagar, Gulbarga - 585102

Sub: Letter of Appointment

With reference to our discussions with you, we are pleased to offer you a position in our company from Wednesday the 11th of August 2021. This offer is contingent upon you executing the company's Employment Agreement.

Designation: "Associate Software Engineer"

Current Place of Posting: Bangalore

Division-Function: BTC Soft Pvt. Ltd., India.

Cost to Company: You will be paid a Salary of Rs.4,25,000/- (INR Four Lakhs Twenty Five Thousand only) per annum. (CTC)

Benefits:

Provident Fund: A fixed component of Rs.1800/- per month will be contributed by the company towards your Provident Fund account. An equivalent amount will be deducted from your salary as an employee's contribution and deposited, as per PF Rules and Regulations.

Reporting Person: On your appointment you will report to Ashwinikumar Jena

1. Terms of Appointment

1.1 That, you will be governed by the Company Policies as listed in the handbook.

2. Place of Posting and Transfers: -

Irrespective of your current place of posting, you may be required to serve at any place within or outside India at absolute discretion of the Company. Your services are liable to be transferred to any of the Branches / Establishments of the Company and / or to any of the Branches / Establishments of any of the company (ies) under the same management. The term "company (ies) under the same management" shall have the same meaning as is assigned to it in Section 370 of Companies Act, 1956 as amended from time to time or Acts in lieu / replacement thereof and in such an eventuality the section most nearly close in meaning & scope as Section 370 as it currently stands. On such transfer you will be governed by the Company Policies and all other working conditions, terms of service as in force from time to time in that Branch/ Establishment of the company &/or "company (ies) under the same management" to which you may be transferred.

3. Probation, Confirmation & Promotions etc :-

3.1 The first 6 months of employment will be a probationary period, during which the Employee's performance will be monitored. The probationary period may be extended by the Employer. During the probationary period this employment may be terminated by either party giving



Company Name: btc boston technology corporation

USN: 1KS16CS095

Name: Shrividya N



BOSTON TECHNOLOGY CORPORATION

Shrividya N

Date: 19/08/2021

#39 , OM SHAKTHI TEMPLE ROAD ,
HANUMAGIRI NAGAR , CHIKKALASANDRA ,
BANGALORE , 560061.

Sub: Letter of Appointment

With reference to our discussions with you, we are pleased to offer you a position in our company from Monday the 2nd of August 2021. This offer is contingent upon you executing the company's Employment Agreement.

Designation: "Associate Software Engineer"

Current Place of Posting: Bangalore

Division-Function: BTC Soft Pvt. Ltd., India.

Cost to Company: You will be paid a Salary of Rs.4,25,000/- (INR Four Lakhs Twenty Five Thousand only) per annum. (CTC)

Benefits:

Provident Fund: A fixed component of Rs.1800/- per month will be contributed by the company towards your Provident Fund account. An equivalent amount will be deducted from your salary as an employee's contribution and deposited, as per PF Rules and Regulations.

Reporting Person: On your appointment you will report to Sweta Singh

1. Terms of Appointment

1.1 That, you will be governed by the Company Policies as listed in the handbook.

2. Place of Posting and Transfers: -

Irrespective of your current place of posting, you may be required to serve at any place within or outside India at absolute discretion of the Company. Your services are liable to be transferred to any of the Branches / Establishments of the Company and / or to any of the Branches / Establishments of any of the company (ies) under the same management. The term "company (ies) under the same management" shall have the same meaning as is assigned to it in Section 370 of Companies Act, 1956 as amended from time to time or Acts in lieu / replacement thereof and in such an eventuality the section most nearly close in meaning & scope as Section 370 as it currently stands. On such transfer you will be governed by the Company Policies and all other working conditions, terms of service as in force from time to time in that Branch/ Establishment of the company &/or "company (ies) under the same management" to which you may be transferred.



Company Name: Mphasis
USN: 1KS16CS110
Name: Varna M



DirectCore/RH8561634/265201/Pune/October/V0

PRIVATE AND CONFIDENTIAL

October 06, 2021

Varna M

Bengaluru
India .

Dear Varna M,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Trainee Associate Software Eng, in **Band 5** and **Level 1** with our organisation. The gross compensation will be **INR2,50,000/-** (Two Lakhs Fifty Thousand **rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 3 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination,

Contact Us:
T : +91 080 6750 1000
F : +91 080 6495 9543
E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited
Registered Office:
Bagmane world technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India
CIN: L3007KA1992PLC025294

Company Name: TCS

USN: 1KS16CS116

Name: Vennala K N



Offer: Computer Consultancy
Ref: TCSSL/DT20195381265/Bangalore
Date: 13/09/2019

Ms. Vennala K N
#1627, Gurukrupa 16th Main Road, 35th Cross, Banashankari 2nd Stage,
Kadirenahalli Park,
Bangalore-560070,
Karnataka.
Tel# 91-8310481703

Dear Vennala K N,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSSL/DT20195381265

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, B2, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirnal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1
Vennala

Company Name: TCS
USN: 1KS16CS118
Name: Vidyashree S



Offer: Computer Consultancy
Ref: TCSL/DT20195381143/Bangalore
Date: 16/02/2021

Ms. Vidyashree S
#797Sri Manjunatha Temple Street,
Sbm Colony Bsk 1st Stage, Near Seetha Circle,
Bangalore-560050,
Karnataka.
Tel# 91-6363811029

Dear Vidyashree 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.

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

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

TCS Confidential
TCSL/DT20195381143

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

Company Name: Accenture

USN: 1KS17CS001

Name: Aafreen Hussain



To,

Name : Aafreen Hussain

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

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

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

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

Company Name: Accenture

USN: 1KS17CS008

Name: Anoop P



Dear Anoop,

Date:21 Sep, 2021

LETTER OF APPOINTMENT TO CSG Systems International (India) Private ("CSG")

Welcome to CSG!

We have pleasure in offering you employment with the CSG. Your conditions of employment are as follows:

Position Details:

Job Title: Software Dev Engr Grad

Reporting Unit: FORTE WEB DEVELOPMENT

Date of Commencement of Employment:

The commencement date of your employment is 4 Oct, 2021

Location of work

Embassy Tech Village, Unit 1, 9th Floor, Block 7B, Near New Horizon College, Devarabisanahalli, Outer Ring Road, Bengaluru – 560103

Special Conditions

- a) This offer expires within 24 hours of receipt of this Offer of Employment.
- b) The Employee will be required to have and maintain the legal right to work in India.
- c) The Employee will be required to possess and maintain valid travel documents (passport etc.) as travel will fall part of the employment duties.
- d) This offer is also contingent upon your representation that you are not a party to or bound by a non-compete, non-solicitation or any other agreement with a current or former employer restricting you from accepting and performing the functions of this offer of employment.

22-Sep-2021 2:45 AM

Company Name: Infosys
USN: 1KS17CS010
Name: Anusha A G



HRD/3T/1002409735/21-22

Ms. Anusha A G
#24, Bld No-118,Khb Colony, Kengeri Satellite Town
#24, Bld No-118,Khb Colony, Kengeri Satellite Town
Bangalore urban-560060
India

Ph: +91-7019230165

Dear Anusha,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Company Name: KPMG Global Services Private Limited

USN: 1KS17CS029

Name: Harshitha V

29-Jul-2021

Harshitha V

**#158,27th cross ,, Jayanagar 6th Block,,
Bengaluru, - 560082,
(Karnataka) India**

Dear **Harshitha**,

On behalf of **KPMG Assurance and Consulting Services LLP** (the 'Firm'), I am pleased to offer you the position of **Analyst in ITA-South-CS** with the Firm.

You shall be based in **Bangalore** and can be transferred to any other office of the Firm at any other place or city in India or outside India, or to any affiliate or associate entity of the Firm, as decided by the Firm from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **02-Aug-2021**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Firm's Personnel Policy, for the time being in force ('**Firm Policy**'). At the end of the Probation Period, the Firm may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Firm shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs.250000/- (Two Lakh Fifty Thousand Rupees)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Firm.

2. Allowances and Employers Contribution to Provident Fund

In addition to the basic salary referred to in Paragraph A.1 above as part of Cost to Company (CTC), you shall be entitled to a sum of **Rs.250000/- (Two Lakh Fifty Thousand Rupees)** per annum. The aforesaid part of CTC shall include Employer's contribution under the Provident Fund scheme of the Firm, subject to your entitlement and the policy of the Firm in that regard and allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual

Company Name: Integra Connect
USN: 1KS17CS030
Name: Indrasena Kalyanam

1 | Page



Centrex Global Revenue Solutions LLP
(LLPIN - AAJ-7037), Building No 2,
4th Floor, Golf View Homes, No 24,
Wind Tunnel Road, Murugeshpalya
Off HAL Airport Rd, Bangalore,
Karnataka, 560017, India

3rd May 2021

Indrasena Kalyanam
#227/C, 2nd Byrappa Block,
Tyagarajnagar, Bangalore – 560028.

Dear Indrasena,

We are delighted to confirm your offer of employment with Centrex Global Revenue Solutions LLP (“the Organization”) in the position of **Programmer** on the terms and conditions set out herein after:

EMPLOYMENT

Your effective date of joining will be no later than 13-May-2021 or such other date as may be indicated to you by the Organization. Your employment with the Organization may be subject to successful pre- and/or post-employment background checks, accuracy of the testimonials and information provided by you, and you are being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. You, if so asked by the Organization, shall disclose on your behalf and, if married, on your spouse’s behalf, full details of any external directorships held and any personal business interests including partnerships, shareholdings, and trusteeships, involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Organization and acceptance by the Organization of those external interests.

Please note that in case the background checks results are unsatisfactory, this letter of appointment/agreement shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Organization, such employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Organization’s rights and remedies against you.

Please note that this offer for employment is contingent upon your full and complete disclosure to the Organization of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Organization in this offer for employment. The Organization reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it determines or believes that any contractual or other obligation may limit your ability to engage in business activities for the Organization.

Company Name: Accenture

USN: 1KS17CS035

Name: Keerthi N



Strictly Private and Confidential

Date:23-Sep-2021

Keerthi Nagaraj
C 10149879

No 8 ,1st Main 5th CrossVasantha Vallabha NagarSree Pranathi GardenBangalore

SouthSubramanyapuraBengaluru Karnataka - 560061

8884129614

Dear Keerthi Nagaraj,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

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

Company Name: DELL
USN: 1KS17CS036
Name: Krithika Jagannath



11 July 2021

Krithika Jagannath
17, 6th Main, BTM 2nd Stage
Bangalore 560076
India

Private & Confidential

Dear Krithika,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Krithika Jagannath (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Bhupendra Singh (1021315), Manager 1, Sales Engineer Analyst. Your start date is 2 August 2021.

You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

Company Name: Wipro
USN: 1KS17CS046
Name: Nikhil Subramanya K

7/29/2021 https://wipro.iclms.com/forms?module=Forms&action=showForm&view=htm&form=elite_offer_letter_template&user=20976707&ite...



APPOINTMENT LETTER

July 29, 2021

Dear Nikhil Subramanya 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 V. 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:

https://wipro.iclms.com/forms?module=Forms&action=showForm&view=htm&form=elite_offer_letter_template&user=20976707&item=636149&t... 1/10

Company Name: Accenture

USN: 1KS17CS053

Name: Pavani M



Strictly Private and Confidential

Date: 10-Aug-2021

Pavani Mohan
C9885254

174/A Ramaswamy Layout JP nagar 5th phase Bangalore

9448207322

Dear Pavani Mohan,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



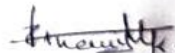
Please refer to:

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

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

Version 2.1 (Feb 2021)

1


candidate's Signature

Reference Id: 948dae5b-d34a-49a8-8a89-77320ff77821_1
Signed By: Mahesh Vasudeo Zurale

Company Name: TCS
USN: 1KS17CS079
Name: Sindhu H S



Offer: Computer Consultancy
Ref: TCSL/DT20206779446/Trivandrum
Date: 02/11/2021

Ms. Sindhu Hs
Sindhu D/O Shivarama Reddy Y.HosakoteKolar,
Srivenkataramana Swami Temple,
Kolar-563125,
Karnataka.
Tel# -

Dear Sindhu Hs,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20206779446

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 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

Company Name: Cognizant

USN: 1KS17CS085

Name: Sujana G N

Cognizant



30-Aug-2021

Dear Sujana GN,
B.E., Computer Science
KS Institute of Technology, Bangalore

Candidate ID – 17784219

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

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

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

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

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

Please note:

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

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

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

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

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

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

Company Name: Wipro
USN: 1KS17CS089
Name: Lavayna V



APPOINTMENT LETTER

September 5, 2021

Dear LAVANYA V,

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 V. 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.

Company Name: Edgeverve Systems Limited

USN: 1KS17CS401

Name: Bharathi R



October 4, 2021

PMO/MEM/11528314/2022

Bharathi R

#88,89 silver oak street jp nagar 7 th phase , 3 rd cross puttenhalli ,
Bengaluru - 560078,
Karnataka, India

Dear Bharathi,

Subject: Offer of Employment with EdgeVerve Systems Limited

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you employment in the role of **Product Developer - EV** with EdgeVerve Systems Limited (the "Company"). Your Role Designation will be **123BASPDEV : Associate Product Developer - EV**. Your location of reporting is **Bangalore** , India and the scheduled date of joining the Company is **October 11, 2021**. You shall be a part of the Finacle division within the Company.

Your Total Gross Salary will be INR **54,167** per month. Kindly refer to the compensation details sheet for specifics.

The terms & conditions of our offer are as follows:

1. Date of Commencement of Employment:

Your employment with the Company shall commence on **October 11, 2021**.

2. Location:

Your current location of employment shall be **Bangalore**. However, please note that the Company reserves the right to transfer its employees to any of its Unit (s), office(s) or of its Affiliates and/or the office of the Company's customer ("Work Location"), other than the one an employee was initially hired to work in. For the purpose of this agreement, "Affiliate" means any entity that controls, is controlled by, or is under common control with the Company. For purpose of this agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Accordingly, we want you to be aware that you may be transferred to another Work Location in the future depending on the Company's business requirements, and in the event thereof your remuneration and other benefits in relation thereto shall be determined in accordance with the Company's existing and future policies in that Work Location. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the foregoing.

EDGEVERVE SYSTEMS LIMITED
Plot No. 47, Electronics City,
Hosur Road,
Bengaluru 560 100, India
T 91 80 3952 2222
F 91 80 2852 1300

Registered Office:
CIN: U72200KA2014PLC073660
Plot No. 44, Electronics City
Hosur Road
Bengaluru 560 100, India
www.edgeverve.com
edgeverve@edgeverve.com

Company Name: Adecco
USN: 1KS17CS403
Name: Karishma A J

Adecco

Corporate Office
No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Poly
Mahadevapura, Whitefield Main Road, Bengaluru - 560 048
Tel: +91 80 - 68407000

Date: 14-04-2021

Employee Code : H22760
Name : Karishma A J
Location : BANGALORE

LETTER OF EMPLOYMENT

Dear Karishma A J

We are pleased to offer you an employment in our organization Adecco India Pvt. Ltd., as **QA Specialist** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **12-04-2021** to **11-04-2022**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
2. You shall report to work on **12-04-2021** at 9.00 a.m. at **ORACLE INDIA PRIVATE LIMITED, BANGALORE**.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving **30** day's notice in writing or salary in lieu of notice, to the other party.
5. You will, with effect from **12-04-2021** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.
6. You will be governed by the policies of the client's organization with respect to leaves and holidays.
7. These terms and conditions would be deemed accepted /acknowledged in case we do not receive your response within 15 days from the date of issue of this letter.

In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account.

Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Adecco India Pvt. Ltd.



Arun Soman
Sr. Manager - SSC



Simi Chacko
Asst. Manager - SSC

Authorized Signatory
Enclosures: - (i) Compensation Sheet; (ii) Standard Terms of Employment
I hereby accept the above-mentioned terms and conditions.

Name: Karishma A J Signature: Karishma A J Date: 15/04/2021

Company Name: CAM COM
USN: 1KS17CS406
Name: Sandhya K



INDEPENDENT CONTRACTOR AGREEMENT

This Independent Contractor Agreement (“Agreement”) dated 1st April 2021 (“Effective Date”) is entered into between CamCom Technologies Pvt Ltd, a company with its registered office at No 136, 3rd Cross, 3rd Main, Dollars Colony, J P Nagar 4th Phase – 560078, (“**CAMCOM**”), and Ms. Sandhya K, an individual residing at No 31, Sri Vigneshwara Street, Gundappa Nilaya, J P Nagar 6th Phase, Bangalore – 560078, (“**Contractor**”), concerning work to be done by the Contractor as described in **Schedule A**.

The parties hereby agree as follows:

1. TERM

This Agreement is effective from May 1, 2021 and shall be valid until Mar 31, 2022, until and unless it is extended by mutual agreement of both Parties.

2. WORK AND DELIVERY

Contractor is hereby commissioned to perform the work as described in **Schedule A** hereto (the “**Work**”), in accordance with **CAMCOM**’s methodologies and specifications. Contractor shall prepare and deliver the deliverable(s) for the Work, acceptable to **CAMCOM**, by the due date(s) set out in **Schedule A** hereto, time being of the essence.

3. COMPENSATION

In full consideration for the Work and all rights thereto and for all Contractor’s services hereunder, **CAMCOM** agrees to pay Contractor the fee as set out in **Schedule A**, payable at a frequency set forth in **Schedule A** after timely delivery by Contractor and acceptance by **CAMCOM** of the complete Work. Such payment shall be subject to timely delivery of the Work and all deliverables in connection therewith, acceptable to **CAMCOM** and otherwise in conformity to this Agreement.

4. OWNERSHIP

- a. Contractor hereby expressly agrees that the entire Work is being prepared as and is being specifically ordered and commissioned by **CAMCOM** as, a work-made-for-hire, as that term is defined under Indian Copyright Law. To the extent that all or any portion of the Work is not deemed a work-made-for-hire as a matter of law, then Contractor hereby transfers and assigns to **CAMCOM** throughout the world all right, title and interest Contractor may now or hereafter have in the copyright and in any other rights in the Work. Any provision herein notwithstanding, **CAMCOM** shall own the Work and all rights therein throughout the world, including all rights comprised under the copyright laws of India and any foreign countries and international copyright conventions, and the exclusive right to use and exercise all rights in the Work in any manner, form or medium, whether now known or hereafter developed.
- b. **CAMCOM** undertakes no obligation to use or publish the Work. **CAMCOM** shall have the right to use any concepts, approaches and ideas proposed or communicated by Contractor in connection



1KS17E002

(1)

Offer: Computer Consultancy
Ref: TCSSL/DT20206928383/Bangalore
Date: 09/03/2021

Mr. Abijith Sudhir
#1084/G, 1st Block, Bda Layout J.P. Nagar 8th Phase,
Near Hm World City,
Bangalore-560108,
Karnataka.
Tel# -

Dear Abijith Sudhir,

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/DT20206928383

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.

TCS Confidential

TCSL/DT20206928383

2

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



July 20, 2021,

Ms. Akshita V Ramesh

Bangalore

EMPLOYMENT CONTRACT

Dear Akshita,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

- a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on August 2nd, 2021.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.



APPENDIX A
Salary Breakup

Avaali Solutions Private Limited

Annexure to offer letter

Career Level: T1A

Designation: Associate Software Engineer

Salary Break up

Payslip Components	Monthly (Rs.)	Annual (Rs.)	Remarks
Basic	7,715	92,580	
HRA	3,086	37,032	
Education allowance (Ref Note 1)	200	2,400	
Supplementary allowance (Ref Note 3 to 6)	10,115	1,21,378	
Total monthly (A)	21,116	2,53,390	
Retiral Benefits:			
Provident fund (12% of the basic salary)	926	11,110	The employer contribution of Provident Fund.
Total retirals(B)	926	11,110	
Other benefits			
Medical insurance		5,500	Insurance policy to cover Medical Insurance (upto INR 2 lacs) and Personal Accident Cover (upto INR 3 lacs) is provided to the employee, his/her spouse and 2 children - entitlement upon confirmation
Total benefits(C)	-	5,500	
Total Gross(A+B+C)	22,042	2,70,000	
Variable pay			
Performance linked variable pay (D)		30,000	
Compensation towards contribution (CTC) (A+B+C+D)		3,00,000	
Notes			
<p>1. Education Allowance to meet the cost of children's education and it is not taxable to the extent of Rs.100 p.m. per child (for maximum of 2 children).</p> <p>2. Supplementary Allowances includes LTA amount of Rs. 40,000 p.a. As and when you travel on leave and submit the expenses statement with supporting receipts, benefits can be availed as per Sec 10(5) of IT Act</p> <p>3. Supplementary Allowances may also include Gift Vouchers given on any occasion as decided by the Company, up to a maximum of Rs.5,000 p.a. for which an exemption is available as per Rule 3 of IT Act.</p> <p>4. Telephone reimbursement of Rs.24000 p.a. This amount will be taken out of Supplementary Allowances for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.</p> <p>5. Supplementary Allowances also include food coupons amounts to Rs.13200. for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.</p> <p>6. Note that applicable Income Tax and Professional Tax will be deducted every month from the monthly salary payable.</p> <p>7. Note that employee PF contribution @ 12% of basic pay and this will be deducted every month from the monthly salary payable</p> <p>8. You will be entitled to gratuity benefits as per the Payment of Gratuity Act, 1972 on completion of five years of continuous service with us.</p>			



IKSIFEC005

3

23rd Aug, 2021

Mr. Amoghavarsha

EMPLOYMENT CONTRACT

Dear Amoghavarsha,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

- a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on Aug 24, 2021.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.



July 20, 2021,

Ms. Amulya.S.Iyengar

Bangalore

EMPLOYMENT CONTRACT

Dear Amulya,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

- a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on August 2nd, 2021.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.



APPENDIX A
Salary Breakup

Avaali Solutions Private Limited

Annexure to offer letter

Career Level: T1A

Designation: Associate Software Engineer

Salary Break up

Payslip Components	Monthly (Rs.)	Annual (Rs.)	Remarks
Basic	7,715	92,580	
HRA	3,086	37,032	
Education allowance (Ref Note 1)	200	2,400	
Supplementary allowance (Ref Note 3 to 6)	10,115	1,21,378	
Total monthly (A)	21,116	2,53,390	
Retiral Benefits:			
Provident fund (12% of the basic salary)	926	11,110	The employer contribution of Provident Fund.
Total retirals(B)	926	11,110	
Other benefits			
Medical insurance		5,500	Insurance policy to cover Medical insurance (upto INR 2 lacs) and Personal Accident Cover (upto INR 3 lacs) is provided to the employee, his/her spouse and 2 children - entitlement upon confirmation
Total benefits(C)	-	5,500	
Total Gross(A+B+C)	22,042	2,70,000	
Variable pay		30,000	
Performance linked variable pay (D)		30,000	
Compensation towards contribution (CTC) (A+B+C+D)		3,00,000	
Notes			
1. Education Allowance to meet the cost of children's education and it is not taxable to the extent of Rs.100 p.m. per child (for maximum of 2 children).			
2. Supplementary Allowances includes LTA amount of Rs. 40,000 p.a. As and when you travel on leave and submit the expenses statement with supporting receipts, benefits can be availed as per Sec 10(5) of IT Act			
3. Supplementary Allowances may also include Gift Vouchers given on any occasion as decided by the Company, up to a maximum of Rs.5,000 p.a. for which an exemption is available as per Rule 3 of IT Act.			
4. Telephone reimbursement of Rs.24000 p.a. This amount will be taken out of Supplementary Allowances for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.			
5. Supplementary Allowances also include food coupons amounts to Rs.13200. for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.			
6. Note that applicable Income Tax and Professional Tax will be deducted every month from the monthly salary payable.			
7. Note that employee PF contribution @ 12% of basic pay and this will be deducted every month from the monthly salary payable			
8. You will be entitled to gratuity benefits as per the Payment of Gratuity Act, 1972 on completion of five years of continuous service with us.			

Date:05-Jul-2021

To

Ana Epsiba F
INDIA

Dear Ana Epsiba F,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

Ana Epsiba F
Ana Epsiba F (Jul 6, 2021 14:02 GMT+5.5)

Candidate No: TN/80020980 21



Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Ana Epsiba F, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	<u>Ana Epsiba F</u> <small>Ana Epsiba F (Jul 6, 2021 14:02 GMT+5.5)</small>
Your Name in Capital letters	ANA EPSIBA F

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : Ana Epsiba F

Salary Grade : C

Designation : JUNIOR ENGINEER

Stipend : INR 21,100 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 550 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 2021 - 2022 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 500,000 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 : Ana Epsiba F
Salary Grade : C
Designation : JUNIOR ENGINEER

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

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

*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.

Ana Epsiba F

Ana Epsiba F (Jul 6, 2021 14:02 GMT+5.5)



6

April 15, 2021,

Ms. Anagha Kashyap
Bangalore

EMPLOYMENT CONTRACT

Dear Anagha,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

- a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on April 19, 2021.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.



3. Variable Pay

- a. You will be eligible for performance variable for a full year's service or pro-rated as the case may be.
- b. Variable pay will be calculated based on your performance rating and assessment at the end of each year
- c. You will be entitled to variable pay only upon confirmation (i.e. At the end of probation period as per Clause 5 below). This will be based on your tenor in the company for the year and therefore will exclude any leave without pay that you may have availed during this period.
- d. So long as your confirmation takes place before March 31st of the current financial year, your variable pay computation for the first year will be done from the date of joining until March 31st of that financial year.
- e. Your variable pay will be computed based on your performance for the financial year. The pay-out will be made in May of the subsequent financial year. So for example the pay-out for the financial year April 2021 to March 2022, will be paid in May 2022.
- f. You will need to be on the salary payroll of the company as of May of every financial year, to be eligible for variable pay. You will not be entitled to any variable payout if you are either serving notice period or if you are no longer in employment with or on the payroll of Avaali as of May.

4. Probation

- a. You will serve a probationary period of six months. Upon satisfactory completion of a formal appraisal you shall be confirmed in the permanent establishment of the company
- b. The company reserves the right to extend the probationary period or invoke Clause 12a of this contract in the event that your performance does not meet expectation.

5. Performance of Duties & Conflict of Interest

- a. You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the company and shall faithfully and diligently perform these in compliance with established policies and procedures endeavouring to the best of your ability to project and promote the interests of the company
- b. You shall not except with the written permission of the company engage directly or indirectly in any other business, occupation or activity whether as principal-agent or otherwise which will be detrimental whether directly or indirectly to the company's interests
- c. You shall keep strictly confidential details of your salary and employment benefits within and outside the company



IKS17EC009

7

30-Aug-2021

Dear Anitha R,
B.E., Electronics & Communication Engineering
KS Institute of Technology, Bangalore

Candidate ID – 17786683

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

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

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

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

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

Please note:

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

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

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

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

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

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

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.


3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date:

6-March-2021
Anoop Deekshith R
K S Institute Of Technology

IKS 17 ECD 14

8

Dear Anoop Deekshith R,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

Urmimala Sarkar

DD4D480B41314B9...

URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **7-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:

Anoop Deekshith R

Signature:

0D6060C1702D404
Anoop Deekshith R

Date: 7-Mar-2021

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

9

6-March-2021
Anushri VK
K S Institute Of Technology

Dear Anushri VK,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Oracle Certified Professional: Java SE 11 Developer. (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

DECLARATION

I, Anushri VK (Name of the Candidate) S/o, D/O, W/O Vijayendra VK, having permanent address at JP NAGAR 7th phase do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private 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) that my offer will be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I 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.
2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
3. My willingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and interests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

SIGNATURE: 
NAME: Anushri VK

DATE: 7-Mar-2021

PLACE: Bangalore

Confidential



Fwd: Your interview with Infosys has been scheduled

Fri, Jul 23, 2021 at 2:06 PM

Apeksha Ravi Kumar <apekshark99@gmail.com>
To: akshara.2574@gmail.com

From
Apeksha. R.K

Begin forwarded message:

From: Infosys Talent Acquisition <talent.acquisition@infosys.com>
Date: 17 December 2020 at 21:49:03 IST
To: apekshark99@gmail.com
Subject: Your interview with Infosys has been scheduled

Hi Apeksha Ravi Kumar,

Congratulations! You have successfully cleared the Infosys online test to qualify for the interview round of Infosys Campus Recruitment Program 2020-21.

The interview will be conducted virtually. This round will assess your technical and behavioral skills.

Below are the details for your virtual interview with us:

Day and Date: Saturday, December 19, 2020

Time: 02:30 PM

Duration: 29 minutes

Interview meeting link: https://infosys.webex.com/meet/vineet_gupta01

Here are the **mandatory instructions and guidelines** you must adhere to for participating in the virtual interview:

1. Use the latest version of Google Chrome (version 84 or above) web browser to open the interview link.
2. Ensure a stable Internet connection with a minimum speed of 10 Mbps for the duration of the interview.
3. The device being used to take the interview needs to have a working webcam.
4. Present your original college ID and government photo ID proof ready during the interview for verification process.
5. Be seated upright with your face clearly visible so that it can be constantly captured by the webcam.
6. The surroundings should be as quiet as possible with no background noise.
7. You must dress in smart casuals as you would for a formal interview process.

Please make yourself available for the interview on scheduled date and time.

If you miss the interview, we will not be able to move ahead with your application.

Once the interview round is over, interview results for qualified candidates will be shared with their respective placement office.

In case of any query, please contact your placement office or write to us at Talent.Acquisition@infosys.com.

We look forward to interacting with you soon.

Best regards,

Talent Acquisition

Infosys Limited

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

11

06-March-2021
Asiya Fathima
K.S.School Of Engineering And Management

Dear Asiya Fathima,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Net Certification - Software Development Fundamental (Code: Exam 98-361)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However, if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on .Net skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies' establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

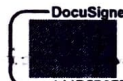
Urmimala Sarkar

DD4D480B41314B9...

URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **07-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:



Signature:

144D588FE8F1477...
Asiya Fathima

March 7, 2021 | 10:14 AM CST
Date: _____

Confidential



1KS17EC021

12

26-Aug-2021

Dear Bhavana J,
B.E., Electronics & Communication Engineering
KS Institute of Technology, INKABLR01

Candidate ID – 17787186

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

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

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

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

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

Please note:

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

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

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

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

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

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

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

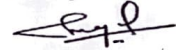
- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date:



IKS17EC022

13

July 20, 2021,

Ms. Bhoomika P K

Bangalore

EMPLOYMENT CONTRACT

Dear Bhoomika,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

- a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on August 2nd, 2021.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.



3. Variable Pay

- a. You will be eligible for performance variable for a full year's service or pro-rated as the case may be.
- b. Variable pay will be calculated based on your performance rating and assessment at the end of each year
- c. You will be entitled to variable pay only upon confirmation (i.e. At the end of probation period as per Clause 5 below). This will be based on your tenor in the company for the year and therefore will exclude any leave without pay that you may have availed during this period.
- d. So long as your confirmation takes place before March 31st of the current financial year, your variable pay computation for the first year will be done from the date of joining until March 31st of that financial year.
- e. Your variable pay will be computed based on your performance for the financial year. The pay-out will be made in May of the subsequent financial year. So for example the pay-out for the financial year April 2021 to March 2022, will be paid in May 2022.
- f. You will need to be on the salary payroll of the company as of May of every financial year, to be eligible for variable pay. You will not be entitled to any variable payout if you are either serving notice period or if you are no longer in employment with or on the payroll of Avaali as of May.

4. Probation

- a. You will serve a probationary period of six months. Upon satisfactory completion of a formal appraisal you shall be confirmed in the permanent establishment of the company
- b. The company reserves the right to extend the probationary period or invoke Clause 12a of this contract in the event that your performance does not meet expectation.

5. Performance of Duties & Conflict of Interest

- a. You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the company and shall faithfully and diligently perform these in compliance with established policies and procedures endeavouring to the best of your ability to project and promote the interests of the company
- b. You shall not except with the written permission of the company engage directly or indirectly in any other business, occupation or activity whether as principal-agent or otherwise which will be detrimental whether directly or indirectly to the company's interests
- c. You shall keep strictly confidential details of your salary and employment benefits within and outside the company



April 15, 2021

Ms. Bindu J
Bangalore

EMPLOYMENT CONTRACT

Dear Bindu,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

- a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on April 19, 2021.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.

avaali



3. Variable Pay

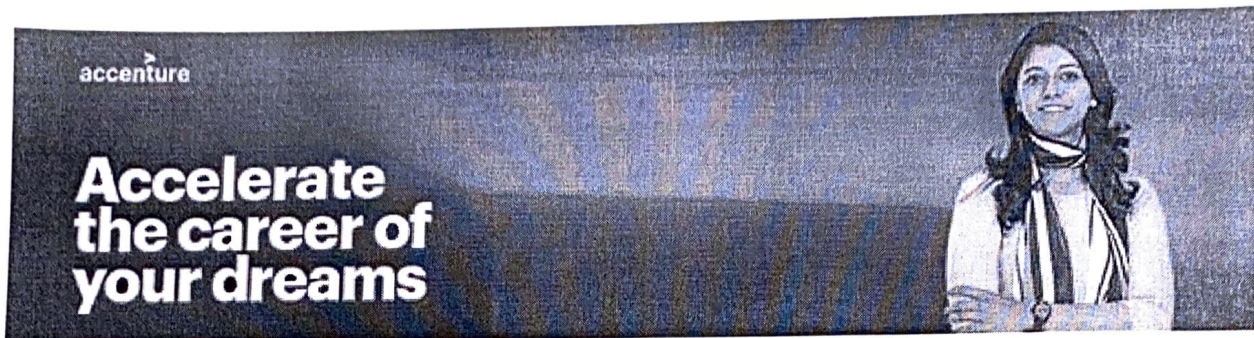
- a. You will be eligible for performance variable for a full year's service or pro-rated as the case may be.
- b. Variable pay will be calculated based on your performance rating and assessment at the end of each year
- c. You will be entitled to variable pay only upon confirmation (i.e. At the end of probation period as per Clause 5 below). This will be based on your tenor in the company for the year and therefore will exclude any leave without pay that you may have availed during this period.
- d. So long as your confirmation takes place before March 31st of the current financial year, your variable pay computation for the first year will be done from the date of joining until March 31st of that financial year.
- e. Your **variable pay** will be computed based on your performance for the financial year. The **pay-out will be made** in May of the subsequent financial year. So for example the pay-out for the financial year April 2021 to March 2022, will be paid in May 2022.
- f. You **will need to be** on the salary payroll of the company as of May of every financial year, to be eligible for variable pay. You will not be entitled to any variable payout if you are either serving notice period or if you are no longer in employment with or on the payroll of Avaali as of May.

4. Probation

- a. You will serve a probationary period of six months. Upon satisfactory completion of a formal appraisal you shall be confirmed in the permanent establishment of the company
- b. The company reserves the right to extend the probationary period or invoke Clause 12a of this contract in the event that your performance does not meet expectation.

5. Performance of Duties & Conflict of Interest

- a. You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the company and shall faithfully and diligently perform these in compliance with established policies and procedures endeavouring to the best of your ability to project and promote the interests of the company
- b. You shall not except with the written permission of the company engage directly or indirectly in any other business, occupation or activity whether as principal-agent or otherwise which will be detrimental whether directly or indirectly to the company's interests
- c. You shall **keep** strictly confidential details of your salary and employment benefits within and **outside** the company



To,

Name : Chaithra Vm

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

Dear Chaithra Vm,

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

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

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

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

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

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

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

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

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

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

Annexure A

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

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

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

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



ArmorBlox Private Limited
Bangalore, India 560085
www.armorblox.com

September 21, 2021

Via Electronic Mail
Charan Yellanki
chrmyellanki@gmail.com

Dear Charan Yellanki,

On behalf of Armorblox Private Limited (**Armorblox/Company**), I am pleased to offer you employment with Armorblox in the position of Junior Data Analyst, starting September 29, 2021.

1. The broad terms and conditions that will apply once your employment commences are as outlined below. The detailed terms and conditions will be contained in an employment contract that you will be expected to execute for your employment to commence:

(a) **Position:**

Your position will be full-time with the Company and you will initially report to Tojo Eapen. In the course of your employment you will be required to undertake and perform all the acts, functions, and duties as may be assigned to you by the Company based on your knowledge, qualifications and experience.

(b) **Place of Work:**

Your place of work shall be Bangalore. You may be required to relocate to other locations in India or abroad; and/or undertake such travel in and outside India, from time to time, as may be necessary in the interests of the Company's business.

(c) **Annual Salary:**

Your annual remuneration including the basic pay, all other allowances, reimbursements and statutory contributions payable by the Company but excluding the discretionary Performance Bonus shall be Rs. 6 lakhs (**Total Annual Remuneration**). The Total Annual Remuneration shall be structured in accordance with the standard policies of the Company, which shall be communicated to you in writing from time to time and shall be subject to deduction of tax at source. The salary payable to you shall be paid monthly in arrears. In addition to the Total Annual Remuneration, you will be eligible for an annual discretionary retention bonus of up to a maximum of Rs. 30,000 (**Retention Bonus**), paid in two installments of Rs. 15,000 each, every six months. The detailed break-up of Total Annual Remuneration and the Retention

Confidential

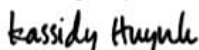
Please note that the contents of this offer letter are confidential and should not be used as a bargaining tool for negotiating employments with your existing employer or any other organization or prospective employer.

Please sign and return one copy of this letter as well as the enclosed document by September 23, 2021. This Employment Offer Letter will expire at 5PM IST on September 23, 2020.

We look forward to welcoming you to the Company and working with you.

Best Regards,

For and on behalf of **Armorblox Private Limited**

DocuSigned by:

A4813F173F27400

Kassidy Huynh
Head of People and Culture
Armorblox Private Limited

Acknowledgement

I hereby confirm my acceptance to terms and conditions outlined in this letter.

DocuSigned by:

17A2A6A8FCA4C4...

Charan Yellanki

17

16 July 2021

OL No: VZC126

Dear Chethana Prasad K,

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

Title: **Business Development Trainee**Training Date: **05 August 2021 to 14 August 2021**OJT Start Date: **15 August 2021**OJT End Date: **14 November 2021**

Location of Training: Bangalore

Stipend: INR **15000 Per Month + INR 10000** as incentives (Subject to statutory deductions)Target: **220000** INR per month. *3 lac/Annum*

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **05 August 2021**.

SIGNATURE: _____ DATE: _____

(Candidate's Signature)

support@verzeo.in

+91 8360682123

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

Date: July 14, 2021

FORM 'A'

To,

**Chethana
Bangalore**

Dear Chethana Prasad K,

We are pleased to forward to you, your Offer Letter, enclosed hereby, and would like to formally welcome you to the growing family of IntelliPaat Software Solutions Private Limited.

We are sure that you have had sufficient opportunity to understand in detail your job role, the organization, etc. We would be glad to provide further clarification, if you need any.

You are required to report for duty at our Bangalore office. The address and the contact number are as follows:

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka
Mobile: +91 7022374614

We are in the process of building an organization, where professionals would find full satisfaction in their challenging job role and an interesting working environment. In this regard, we welcome your contributions too.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long-lasting relationship with you.

Yours truly,
IntelliPaat Software Solutions Private Limited



Dev Bisht
Director - Human Resources



To,

Name : Devale Sudarshan

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

Dear Devale Sudarshan,

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

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

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

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

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

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

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

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

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

Annexure A

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

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

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

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

IKS17E C032

19

6-March-2021
Devlyani G
K S Institute Of Technology

Dear Devlyani G,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

Urmimala Sarkar

DD4D480B4131489
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **7-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:

Signature: _____

Devipati G
22374252408...

Date: 7-Mar-2021

Confidential

jaro education®

20

1st December, 2020

To,

Ms. Disha S,

Dear Disha,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st three months	Effective from 4 th Month
Basic Salary	15,050	16,000
House Rent Allowance	1,505	8,000
Transport Reimbursement	1,600	1,600
Telephone Reimbursement	500	500
Statutory Bonus (Paid Monthly)	1,254	1,400
Special Allowance	5,091	12,500
Total	25,000	40,000
Daily Travel Reimbursement	3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	2,000	2,000
Total	40,000	55,000

Regards,
Jaro Education



Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

Date: July 14, 2021

FORM 'A'

To,

**Divya TM
Bangalore**

Dear Divya TM,

We are pleased to forward to you, your Offer Letter, enclosed hereby, and would like to formally welcome you to the growing family of IntelliPaat Software Solutions Private Limited.

We are sure that you have had sufficient opportunity to understand in detail your job role, the organization, etc. We would be glad to provide further clarification, if you need any.

You are required to report for duty at our Bangalore office. The address and the contact number are as follows:

**AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka
Mobile: +91 7022374614**

We are in the process of building an organization, where professionals would find full satisfaction in their challenging job roles and an interesting working environment. In this regard, we welcome your contributions too.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long-lasting relationship with you.

**Yours truly,
IntelliPaat Software Solutions Private Limited**



**Dev Bisht
Director - Human Resources**



IntelliPaat
Software Solutions Pvt. Ltd.

Annexure 1
Name: Divya TM

	First 6 Months	After 6 Months	Yearly
Basic	10,900	16,400	196,800
HRA	5,000	7,000	84,000
Conveyance Allowance	1,600	1,600	19,200
Mobile bill	500	700	8,400
Broadband bill	500	700	8,400
Medical reimbursement	1,250	1,250	15,000
Special allowance	1,450	3,550	42,000
PF (Employees Contributions)	1,800	1,800	21,600
PF (Employer Contributions)	1,800	1,800	21,600
Professional Tax	200	200	2,400
Fixed Cost to Company	25,000	35,000	4,20,000
Performance Based Incentives		3,000	36,000
Yearly Performance Bonus			50,000
Total Variable pay		3,000	86,000
Total (Fixed + Variable)	25,000	38,000	5,06,000

Documents required during joining

1. **ID Proof:** Copy of Aadhaar card/Passport/Pan card/Voter ID card/Other Government Photo ID card.
2. **Address Proof:** Copy of driving license/Passport/Voters ID/Lease Agreement/Ration Card
3. **Employment Verification Documents**
 - a) Copy of current employer's Appointment/Confirmation/Appraisal Letter.
 - b) Copy of current employer's Relieving and Work Experience Letter.
 - c) Copy of last 3 months' Salary Slip / Certificate.
4. **Other Documents:**
 - a) Passport Size Photographs (3).
 - b) Copy of PAN Card.
 - c) Copies of all Academic & Training Certificates.

Kindly carry your Signed Offer letter along with a passport size photograph pasted on the offer letter on the day of joining.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dev Bisht
Director - Human Resources



IKS17EC039

22

Offer: Computer Consultancy
Ref: TCSL/DT20207229984/Bangalore
Date: 09/03/2021

Mr. Gowtham B
#2529th Main,
Srinivas Nagar Bsk First Stage,
Bangalore-560050,
Karnataka.
Tel# 91-8431305033

Dear Gowtham B,

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 &

1

TCS Confidential
TCSL/DT20207229984

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

OFFER OF EMPLOYMENT

28 October 2021

H G SRINIDHI,
#954 "ANUGRAHA",
12th cross , 35th main,
J.P. Nagar 1st Phase,
Bangalore - 560078
Mobile: 7975243248
E-mail: srinidhigopal1@gmail.com

Dear Srinidhi,

Congratulations! We are pleased to appoint you as **Hardware Engineer** in our company, Corvid Systems Private Limited ("Company"), in Bangalore. The terms and conditions of your appointment with the Company are set forth below:

1. Joining Date

Subject to your acceptance of the terms and conditions contained herein, your appointment as Hardware Engineer shall commence on **Monday, 1st November 2021** ("Joining Date").

2. Place of work

Your place of work will be at our office located in 3rd Floor, Workshaala Spaces, HSR Layout, Bengaluru, however, should a need arise you may choose to work remotely.

3. Hours of Work

You are expected to work during the Company's normal business hours from 9:00 AM to 6:00 PM (Business Hours). The normal working days will be five days a week, Monday to Friday. However, you may be required to work in excess of the Business Hours or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is adequate compensation in case you are required to work for any additional hours and you shall not be entitled to any additional payment in this regard.

4. Probationary Period

You shall initially be under probation for a period of six (6) months from the Joining Date, which may be extended/reduced at the reasonable discretion of the management of the Company ("Probationary Period").

5. Salary

Your annual salary will be **₹1,56,000** payable monthly **₹13,000** per pay period. The Salary will be paid into your salary account by the last day of each month.

The salary is inclusive of all perquisites and benefits you are entitled to as per the Company's policy and applicable law. Applicable taxes and statutory deductions shall be deducted from your monthly salary. The Company will also reimburse you for reasonable expenses incurred in the course of your employment, and proper performance of your duties subject to the production by you of valid receipts.

16. Acknowledgement and Acceptance

Please acknowledge receipt and your acceptance of this letter by signing one copy in the space provided and returning it to us.

Yours Sincerely,



Shikha Bhargava
Co-founder & Director
Corvid Systems Private Limited

DECLARATION

I, **H.G. Srinidhi** with identity/passport number _____ solemnly confirm that I read and accept all the above terms and conditions of the employment with Corvid. I shall commence employment with effect from _____.

Signature:

Date:



APPOINTMENT LETTER

August 27, 2021

Dear Jeevan R S,

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 V. 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

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 Shallen
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

Fwd: Infosys Recruitment Process Survey - Please share your feedback

1 message

25

Krithika Parthasarathy <krithikaparthasarathy129@gmail.com>
To: akshara.2574@gmail.com

Fri, Jul 23, 2021 at 12:17 PM

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Fri, 26 Mar 2021, 5:17 pm
Subject: Infosys Recruitment Process Survey - Please share your feedback
To: krithikaparthasarathy129@gmail.com <krithikaparthasarathy129@gmail.com>

Dear Krithika P,

Congratulations on successfully clearing the Infosys selection process.



Since you have progressed through all the stages of our recruitment process, it would be great if you could spare 3-4 minutes to share a feedback on your experience.

Your feedback will help us assess and improve these processes.

Please click here to share your feedback.

Please note that this survey is accessible from the latest updated version of Chrome, Edge, Firefox and Safari only. IE is not supported.

We look forward to welcome you into the Infosys family.

Best regards,

Talent Acquisition

Infosys

Note: Replies sent to this email will not be monitored.



IKS17ECO46

28

July 26, 2021

HRD/3T/21-22/1001716157

Mr. Lakshan N S

Candidate ID: 1001716157

#61 'Sai Nilaya'

1St Main 3Rd A Cross Nanjundeshwara Layout, Vajarahalli

Bangalore - 560062

Karnataka

India

Ph: (91) 87620 43566

Dear Lakshan,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO

EVP and Head Human Resources – Infosys Limited



IKS17EC047

27

Offer: Computer Consultancy
Ref: TCSL/DT20206895164/Bangalore
Date: 09/03/2021

Ms. Lekha Yadav B
#55811th Cross, 2nd Main,
Btm Mico Layout 2nd Stage,
Bangalore-560076,
Karnataka.
Tel# 91-9141323404

Dear Lekha Yadav B,

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 &



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

(28)

30-Jun-2021

M Sirisha .
Amrutha Nivas, 1st floor, 4th Cross, Opposite
temple, Bank colony,
Chitradurga - 577501

Dear M Sirisha,

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MC-Cloud & Dev Ops team**.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **23-Aug-2021**, this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs.250000/- (Two Lakh Fifty Thousand Rupees)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances and Employers Contribution to Provident Fund

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs.250000/- (Two Lakh Fifty Thousand Rupees)** per annum towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company including Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

Annexure A

During the training period, you will be:

- Designated as a Trainee Engineer and be paid a stipend of **Rs.10,000/- (Rupees Ten Thousand only)** per month.
- You will also get PF and ESI benefit during your training period.
- The training period is for 6 months and in case it ends in the middle of the month, it will continue till the end of the month.
- The first part (generic training) will be conducted at Belgaum, and the second part (project-based) could be conducted at Belgaum or any other company location as required by the project.
- You will be required to perform your duties diligently to the satisfaction of the reporting managers/mentors.
- Periodic evaluation will be done based on inputs from the mentors and performance in the assignments.
- Your engagement can be terminated with immediate effect and this offer made null and void if the company feels that you are not performing up to the expected standards.
- You shall not be eligible for any employee benefits or paid leave.
- Any vacation time taken will be adjusted against the monthly payment.

Annexure- B

At the time of joining as trainee Engineer, you are requested to submit the copies of following documents.

- Aadhar Card Copy
- Identity Proof (Driving license, Voters Id Card etc.)
- Pan Card Copy
- Three passport size colour photographs
- Valid Passport (photo copies of the 1st two pages and last two pages)
- Educational Certificates (10th Marks Card, 12th/Diploma Marks Card, B.E/B.Tech Marks Card.)

From: Mr. Mahadeva G,

This is to certify that I have read this agreement and all annexures and understood all the terms and conditions mentioned therein and I hereby accept and agree to abide by them.

I accept the above offer and would join on _____.

Signature : _____

Place: _____

Date: _____

Vayavya Labs Pvt. Ltd.

Embassy Icon, No.3, Ground Floor, Infantry Road, Bangalore-560 001 | Ph:+91 80 40901492
Corporate Off. : G-4, Ground Floor, Sateri Nivas, CTS No.456/A, Tilakwadi, Belgaum 590 006
Tel: +91-831-2950143 || www.vayavyalabs.com || Email:accts@vayavyalabs.com
CIN: U72900KA2006PTC040077

Date: 23rd August 2021

**Mr. Mahadeva G,
Belgaum**

OFFER LETTER

Dear Mahadeva,

We are pleased to offer you the position of **Engineer** at Vayavya Labs Pvt Ltd with Annual CTC of Rs. **4,50,000/-** (Rupees Four Lakh Fifty Thousand only).

This will come into effect only once you are confirmed and are on a revenue-generating project by the end of six month of the **training period**. Your confirmation is solely at the discretion of the management and your performance during the training period.

Your joining date will be 25th August 2021.

Please refer to Annexure A for details of the training period.

We look forward to your joining Vayavya Labs Pvt Ltd for a mutually beneficial and a long-term association.

Yours sincerely,



**Uma Bondada
V.P - Engineering**



Vayavya Labs Pvt. Ltd.

Embassy Icon, No.3, Ground Floor, Infantry Road, Bangalore-560 001 | Ph:+91 80 40901492
Corporate Off. : G-4, Ground Floor, Sateri Nivas, CTS No.456/A, Tilakwadi, Belgaum 590 006
Tel: +91-831-2950143 || www.vayavyalabs.com || Email:accts@vayavyalabs.com
CIN: U72900KA2006PTC040077

14 August 2021

OL No: VZC128

1K517EC053
30

Dear MAMATHA K S,

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

Title: Business Development Trainee
Training Date: 16 August 2021 to 25 August 2021
OJT Start Date: 26 August 2021
OJT End Date: 25 November 2021

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

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **16 August 2021.**

SIGNATURE: _____ DATE: _____
(Candidate's Signature)

support@verzeo.in

+91 8360682123

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

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training

Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month 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 Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____

support@verzeo.in

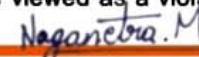
+91 8360682123

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

**15 September 2021****Naganetra M**
Bangalore
Emp ID - I01026**APPOINTMENT LETTER**Dear **Naganetra**,

We are pleased to offer you the position of **Analyst at TheMathCompany Pvt Ltd. Bangalore on 15 September 2021** with the following terms and conditions.

1. Your compensation package will be **INR 4,50,000** per annum. Breakup of salary is appended to this letter. Salary will be payable as per the addendum and in accordance with the company policy and payroll process.
2. You shall be expected to operate with the highest degree of initiative, efficiency and responsibility. You will at all times act bearing in mind the best interests of the Company and will at no time, do or commit such acts which compromises the Company's reputation presently or at a future date.
3. You may resign the services of the Company at any time with due notice or in lieu of salary thereof, just as the company may conclude its employment relationship with you at any time without assigning any reasons with due notice or salary in lieu thereof. In cases of such resignation or termination, the Company shall not be entitled to pay any severance whatsoever in addition to the due salary in accordance with the notice period. The first six (06) months of your employment with the company will be on probation. Your performance will be evaluated on a periodic basis to determine if your performance meets company's requirement and if it is found that your performance as per the evaluation is not satisfactory, lucrative or does not meet the standard/ requirement which is set by the Company, the Company shall take appropriate step as per its discretion. The notice period applicable would be two (02) months during the period of probation and on fulltime or permanent employment as well. During the notice period the Company reserves the right to require the employee to complete the assignment based on business needs.
4. Your services will be liable to be transferred from one place/location to another and/or from one department to another either existing or to be set up in future, anywhere purely at the discretion of the Company. On such transfer, you will be governed by the rules and regulations and other working/service conditions as applicable at the place of posting.
5. **Pre-condition for Employment:**
 - a) The terms and conditions laid out are pre-conditional for employment. The appointment letter is valid only after you sign the acceptance below at the time of joining.
 - b) You will be considered for a salary revision annually.
 - c) The offer of employment is on the basis that the information furnished by you is complete and correct. If at any time after or during employment, the information submitted by you is incorrect or false or you have concealed or withheld the company any relevant fact or information your employment with the company shall be liable for termination without any notice or salary in lieu thereof.
 - d) The payment of salary is personal to you and you are expected to treat the information strictly confidential and will not disclose, divulge or make it public. Any breach in this regard will be viewed as a violation of regulatory directions and will attract disciplinary action.





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

- Photocopies of your educational qualifications
- Previous Company relieving Letter

Please sign a duplicate copy of this letter.

Thanking You,

THEMATHCOMPANY PRIVATE LIMITED



Ashish Thomas Sam
Head - People & Operations

Acceptance:

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the company. I am under no obligation or coercion to accept these terms and conditions of employment. I accept them of my own free will.

Naganetra M
Name


Signature

15-09-2021
Joining Date



OFFER & APPOINTMENT LETTER

Offer Release Date: November 29, 2021

Dear Naveen Kumar Burugupally,
#36, srinivasa camp, jawalgera post, sindhanur(t), Sindhanur,
Karnataka, India, 584143

Dear Naveen Kumar Burugupally, service

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 **November 30, 2021** at 9:00 A.M at the following address **Hubli-89 Aryabhata Tech Park, Navanagar**. 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 3,65,000** 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.

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,

1

Type text here

Signature of Employee:

HCLT Confidential


HCL

November 2, 2021

HRD/3T/1002480535/21-22

Mr. Navin Kumar Hg
343-Y , 2Nd Cross, Guru Raja Layout,
4Th Phase, Bsk 3Rd Stage,
Bangalore-560085
India

Ph: +91-9740178744

Dear Navin Kumar,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.11.02 17:16:39 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Navin Kumar Hg			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/21-22/1001731362

Ms. Navya S
Candidate ID: 1001731362
No 817, 6Th Main
Raghavendra Block, Srinagar, Bangalore
Bangalore - 560050
Karnataka
India
Ph: (91) 94486 44055

July 26, 2021

34

IKS17EC
063

Dear Navya,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



Ref: TCSL/DT20207208059/1446704/Bangalore

Date: 21 July 2021

MS. YASHASHWINI R
#43/B 4th Cross, Khadi Layout, Vivekananda Nagar,
Katriguppe Main Road, Bsk 3rd Stage, Bangalore,
Karnataka-560085.
Tel# 919902674418

Sub: Joining Letter

Dear Ms. Yashashwini R,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **19th August 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



TKS172C006

36

Offer: Computer Consultancy
Ref: TCSL/DT20206894874/Bangalore
Date: 09/03/2021

Ms. Pallavi S
No 35, Btm 1st Stage 2nd Cross Cashier Layout, Drc Post,
Chocolate Factory Road,
Bangalore-560029,
Karnataka.
Tel# 91-9611742858

Dear Pallavi 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.

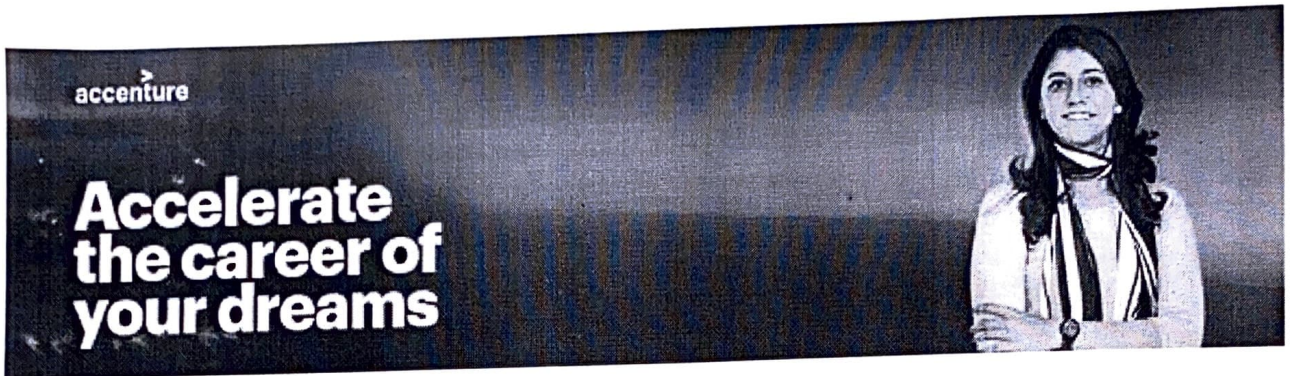
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential
TCSL/DT20206894874

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



To,

Name : Penujuri Naga Sai Snehitha

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

Dear Penujuri Naga Sai Snehitha,

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

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

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

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

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

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

6-March-2021
Pratima P Agnihotri
K S Institute Of Technology

38

Dear Pratima P Agnihotri,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 120-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

Urmimala Sarkar

DD4D480B41314B9...

URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **7-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:

Pratima P Agnihotri

Signature: _____

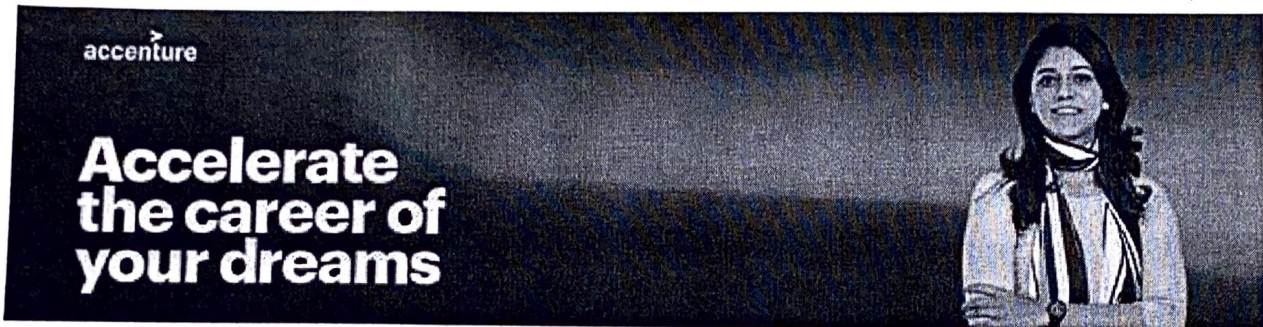
8C12F378AB3341A...
Pratima P Agnihotri

Date: 7-Mar-2021

Confidential

IKS17LE072

39



To,

Name : Pratima V Kashyap

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

Dear Pratima V Kashyap,

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

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

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

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

30-Jul-2021

Rachana S
#10/2, 2nd B cross, Kathriguppe Main Road, Opposite ITI
layout,
Bangalore - 560085

Dear **Rachana**,

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MC-ES-Oracle Tech Dev team**.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **06-Sep-2021**, this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:



Offer: Computer Consultancy
Ref: TCSL/DT20206921329/Chennai
Date: 26/08/2021

HI

Mr. Rahul R Nadig
No 19 Ur Residency 202Klv Layout,
Near Sangamitra Residency,
Bangalore-560078,
Karnataka.
Tel# -

Dear Rahul R Nadig,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20206921329

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbakonam Road, Cholagansur, Old Mahabalipuram, Chennai-600 014, Tamil Nadu, India

Tel: 91 44 7016 2322 Fax: 91 44 6613 3335 Website: www.tcs.com

Registered Office: Mumbai, India. TCS is an Equal Opportunity Employer. All rights reserved.

TCS is a service brand. 1800 101 2111 Email: careers@tcs.com

IKS17E0078



42

Offer: Computer Consultancy
Ref: TCSL/DT20207243981/Bangalore
Date: 09/03/2021

Ms. Ramya R
#301Anekal Main Road,
Opp. Bmtc Bus Depo,
Bengaluru-560099,
Karnataka.

Tel# 91-9110497412

Dear Ramya 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 &

TCS Confidential
TCSL/DT20207243981

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

16 July 2021

OL No: VZC127

HB

Dear Rita Patil,

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

Title: Business Development Trainee
Training Date: 05 August 2021 to 14 August 2021
OJT Start Date: 15 August 2021
OJT End Date: 14 November 2021

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

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before 05 August 2021.

SIGNATURE: Rita P
(Candidate's Signature)

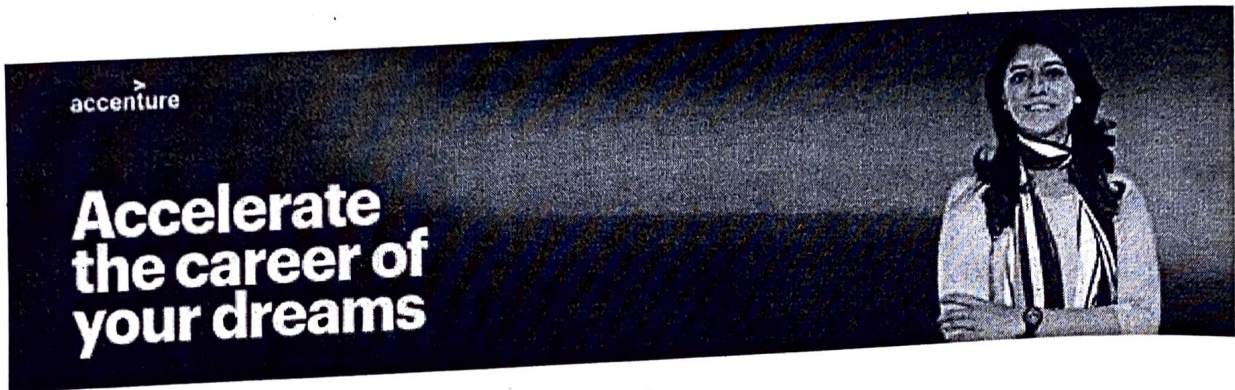
DATE: 18/7/2021

support@verzeo.in

+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.



To,

Name : Ramya Ramamurthy

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

Dear Ramya Ramamurthy,

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

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

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

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

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

- Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
- Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
- On successful completion of the program and clearance of the Technology fundamental

jaro education®

HH

1st December, 2020

To,

Ms. Sahana V,

Dear Sahana,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st three months	Effective from 4 th Month
Basic Salary	15,050	16,000
House Rert Allowance	1,505	8,000
Transport Reimbursement	1,600	1,500
Telephone Reimbursement	500	500
Statutory Bonus (Paid Monthly)	1,254	1,400
Special Allowance	5,091	12,500
Total	25,000	40,000
Daily Travel Reimbursement	3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	2,000	2,000
Total	40,000	55,000

Regards,
Jaro Education

Sushant M

Sushant Mallia
General Manager – Human Resource

I agree to the above terms & conditions Sahana V Dated 7/12/2020.

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

(2)

- You are not allowed to float your CV (be active) on any job portal during your tenure of service with the Company without the knowledge or consent of the reporting manager in writing. In case your CV is found active on any job portal without prior sanction, you would be asked to explain the reasons for the same & strict action would be taken against you including termination of services.
- In case of abscond or shortfall of notice then recovery / legal notice would be applicable for the said employee with service tax or other taxes as applicable.
- You are not entitled to avail paid leaves during the notice period or encash un-availed paid leaves at the end of your service with the company.
- You shall maintain confidentiality of information concerning the organization, administration, operation, business, finance or methods (including any secret process or trade secret), its customers or clients which would come to your knowledge during the course of execution of your duties and responsibilities and shall not divulge any information of the company by any mode of communication to any other person or organization during the course of employment with us or thereafter.
- You shall not indulge into any malpractices such as false commitments, sharing of false information about the products and services which may create dissatisfaction amongst our customers or create a bad image about our organization. You are expected to maintain a professional behavior at all times. In case any false commitments/ false information is found, Company would take strict legal action against the employee without prior Notice with penalty of Rs. 10,000/-
- in case of any dispute from either side the jurisdiction will be limited to Mumbai jurisdiction.
- Please submit copy of your photo, address and signature identification proof viz., Pan Card, Passport, Aadhar Card, along with the name & address of your guardian whom should be contacted in case of emergency. The signature put on this acceptance letter should match with the identification proof submitted and the same signature shall be treated as official signature on company's record for all official communication with or on behalf of the company.
- Please sign the duplicate copy of the Terms & Conditions and return it to us as a token of your acceptance of the terms.

Thanking you,

Yours sincerely,
Jaro Education



Sushant Mallya
General Manager- Human Resources

I agree to the above terms and conditions Sahana dated 7/12/2020

JARO EDUCATION

NTT DATA Global Delivery Services Private Limited
 Block 2, 2nd Floor, D7
 Plot No. 123, EPIP Phase II, Whitefield Industrial Area
 Bangalore 560 066 India
 Tel: +91.80.3342.6000

NTT DATA
Services

6-March-2021
Shivani K
K S Institute Of Technology

45

Dear Shivani K,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

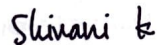
If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:


DD4D480B41314B9...
URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **7-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:

Signature: _____
F80F28F9613542E...
Shivani K

Date: 7-Mar-2021

Confidential



SONATA SOFTWARE SOLUTIONS LIMITED



CMMI DEV/5
Etp. 2017-04-14 Approval #122067

22-10-2021

Ref: SSSL/HR /APPT

Shreyas H R

No. 62/3 First Floor

4th Main Road, 7th Cross Road, Shakambari Nagar, JP Nagar 1st phase

Bengaluru - 560078,

KARNATAKA, India

Dear Shreyas H R

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement:** 27-10-2021

4. **Salary:** As per the salary Annexure.

5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.

6. You will be governed by the Leave Rules of the Company.

7. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.

8. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.

9. Should you leave the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.

10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.

11. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.



SONATA SOFTWARE SOLUTIONS LIMITED



ANNEXURE

Monthly Benefits (Figures in Rs.) - A	<i>Figures in Rs.</i>
Basic	15000
HRA	7500
Advance Bonus/Ex Gratia	2500
Supplementary Allowance	1741
Total Monthly	26741
Annual Retirement Benefits -B	
Provident Fund ^(Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p. a.	29106
Cost To Company - CTC - C - (A*12+B)	350000
Other Benefits - D	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	6774
Total Cost to Company - TCC - (C+D)	356774



Fwd: Infosys Recruitment Process Survey - Please share your feedback

47

1 message

Fri, Jul 23, 2021 at 12:16 PM

Srividya vr <srividya880@gmail.com>
To: "akshara.2574@gmail.com" <akshara.2574@gmail.com>

----- Forwarded message -----
From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Fri, 26 Mar 2021, 7:33 pm
Subject: Infosys Recruitment Process Survey - Please share your feedback
To: srividya880@gmail.com <srividya880@gmail.com>

Dear Srividya Vr,

Congratulations on successfully clearing the Infosys selection process.

Since you have progressed through all the stages of our recruitment process, it would be great if you could spare 3-4 minutes to share a feedback on your experience.

Your feedback will help us assess and improve these processes.

Please click here to share your feedback.

Please note that this survey is accessible from the latest updated version of Chrome, Edge, Firefox and Safari only. IE is not supported.

We look forward to welcome you into the Infosys family. _/

Best regards,

Talent Acquisition

Infosys

Note: Replies sent to this email will not be monitored.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

18

Date:15-Jul-2021

Supriya Vishwanath
C9763292

#2911 2ND A CROSS 8TH MAIN KUMARASWAMY LAYOUT 2ND STAGE BANGALORE 560 078

8494899770

Dear Supriya Vishwanath,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

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

Version 2.1 (Feb 2021)

1

candidate's Signature

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.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.



48

Offer: Computer Consultancy
Ref: TCSL/DT20207253577/Bangalore
Date: 09/03/2021

Ms. Supriya V
#2911 2nd A Cross 8th Main Kumaraswamy Layout, Bangalore 560 078#2911,
108 Ganapati Temple,
Bangalore-560078,
Karnataka.
Tel# 91-9035731807

Dear Supriya 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 &

TCS Confidential
TCSL/DT20207253577

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.



IKSIFEC096

49

Offer: Computer Consultancy
Ref: TCSL/DT20206779038/Bangalore
Date: 09/03/2021

Ms. Sushmitha K N
#202nd Main, Padmanabhanagar, Subramanya Pura Post,
Kumarans Pu College,
Bangalore-560061,
Karnataka.
Tel# 91-8618474828

Dear Sushmitha K N,

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/DT20206779038

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.

TCS Confidential

TCSL/DT20206779038

2

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

VKSTEE098

Infosys[®]
Navigate your next

September 18, 2021

HRD/3T/1002437553/21-22

Mr. Tejas K
317,7Th Cross
Bcmc Layout, Raghuvanahalli
Bengaluru-560062
India

50

Ph: +91-6363424705

Dear Tejas,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.18 18:53:12 IST
Reason: Digitally Signed
Location: Bangalore

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

September 18, 2021

HRD/1002437553/21-22

Mr. Tejas K
317,7Th Cross
Bcmc Layout, Raghuvanahalli
Bengaluru-560062
India

Ph: +91-6363424705

Dear Tejas,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Sep-2021**.

Location

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

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

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

Training

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

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

6-March-2021
Vaishnavi K Katti
K S Institute Of Technology

51

Dear Vaishnavi K Katti,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. 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. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

Urmimala Sarkar

DD4D480B41314B9

URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **7-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:

Vaishnavi K Katti

Signature: _____

341BC04F34B54A2
Vaishnavi K Katti

Date: 7-Mar-2021

Confidential



(51)

Offer: Computer Consultancy
Ref: TCSL/DT20207207646/Bangalore
Date: 09/03/2021

Ms. Vaishnavi K Katti
No.2445th Cross,Ramanjaneya Nagar,
Chikkalasandra,Opposite Narasimha Park,
Bangalore-560061,
Karnataka.
Tel# 91-7019002499

Dear Vaishnavi K Katti,

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/DT20207207646

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.

Fwd: Welcome to the exciting world of TCS!

vishal goutham <vishal211299@gmail.com>
To: akshara.2574@gmail.com

Fri, Jul 23, 2021 at 3:36 PM

52

Warm regards
Vishal Goutham N

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

From: **xplore support** <xplore.support@tcs.com>
Date: Mon, Feb 8, 2021, 4:11 PM
Subject: Welcome to the exciting world of TCS!
To:

Dear Candidate,

Congratulations on receiving a job offer from Tata Consultancy Services!

We hope you are excited and eager to commence an enriching journey with TCS.

To get you started, we have designed the following Post Offer Engagement (POE) programs that will give you a holistic view of what is in store and enable you to be **part of TCS well before you join us**:

1. **TCS Xplore program**: Deep dive into **120** hours of comprehensive learning to secure a strong foundation for your career. What's more? You also get to earn incentives worth up to INR 60,000 on successfully completing the program within the stipulated time. TCS expert faculties and the TCS Xplore support team (xplore.support@tcs.com) will always be available to help you should you face any challenges over the course of this program.

We will enroll you to the Xplore program shortly and after the enrollment you will receive a separate welcome mail which will include the steps to login Xplore program. We request you to wait for our next communication.

2. **Campus Commune**: What is more exciting than learning and competing with the best of the best? Win goodies and rewards while you learn by participating in hackathons, quizzes, and other events as part of Campus Commune - a portal in NextStep. Through Campus commune, you also get to interact with the Business Unit subject matter experts and gain visibility of potential project opportunities.

Accepting TCS offer letter in Nextstep portal is required for accessing Xplore Learning Program & "TCS Business Unit Owned Channels" in Campus commune platforms. We look forward to interacting with you in the coming days.

Until then, Happy Learning!

Regards,
TCS Talent Development Team

=====
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



K. S. INSTITUTE OF TECHNOLOGY, BANGALORE
DEPARTMENT OF ELECTRONICS & COMMUNICATION
ENGINEERING

PLACEMENT DETAILS OF 2020-21 BATCH

Electronics and communication Engineering (2020-21)

Sl. No	Student Name	Enrolment No.	Employee Name	Appointment letter reference no. with date
1	Abijith Sudhir	1KS17EC002	Accenture TCS	9 th March 2021 Ref Id:TCSL/DT20206928383 3.36 Lakhs /Annum Accenture - 3.83 Lac/annum
2	Akshitha V Ramesh	1KS17EC004	Avaali	20/7/2021 3 Lakhs/annum
3	Amoghavarsh a. N.D.	1KS17EC005	Avaali	23/8/2021, 3 Lac/Annum
4	Amulya S lyengar	1KS17EC006	Avaali	20/7/2021 3 Lakhs/annum
5	Ana Epsiba	1KS17EC007	Mindtree	Selection letter issued by Mindtree on 5/7/2021 2.97 Lac per annum
6	Anagha A Kashyap	1KS17EC008	Avaali	Selection letter issued by avaali on 15/4/2021
7	Anitha.R.	1KS17EC009	Cognizant	30/8/2021, 4.5 Lac/Annum
8	Anoop Deekshith.R.	1KS17EC010	NTT Data	06/3/2021, 3.5 Lac/Annum
9	Anushri V K	1KS17EC014	NTT DATA, Accenture, KPMG	NTT data on 6/3/2021. 3.75 Lakhs/Annum KPMG on 30/6/2021 2.50Lac/Annum
10	Apeksha Ravi Kumar	1KS17EC015	Infosys	Selection letter issued by Infosys on 23/7/2021
11	Asiya Fathima N	1KS17EC017	NTT DATA	Selection letter issued by NTT data on 6/3/2021 3.50 lakhs/annum

12	Bhavana.J	1KS17EC021	Cognizant	26/8/2021, 4.0 Lac/Annum
13	Bhoomika.P. K.	1KS17EC022	Avaali	20/7/2021, 3 Lac/Annum
14	Bindu J	1KS17EC023	Avaali	Selection letter issued by avaali on 15/4/2021 3lakh/Annum
15	Chaitra V M	1KS17EC024	Accenture	3.83lakhs/annum
X 16	Charan Yellanki	1KS17EC025	ArmorBlox	Selection letter issued by ArmorBlox on 21/9/2021
17	Chethana Prasad K	1KS17EC029	1) Verzeo, 2) Intellipaat	16/7/2021 ol NO : VZC126 2) 14/7/2021
18	Devale Sudarshan	1KS17EC031	Accenture	3.83lakhs/annum
19	Deviyani G	1KS17EC032	NTT Data	06/3/2021, 3.5 Lac/Annum
20	Disha S	1KS17EC035	Jaro Education	1/12/2020 4.8lakhs/Annum
X 21	Divya T M	1KS17EC036	Intellipaat	14/7/2021 5.06Lakhs/annum
22	Gowtham B	1KS17EC039	TCS	09/3/2021Ref Id:TCSL/DT20207229984/Bangal ore, 3.36 Lakh/Annum
X 23	H G Srinidhi	1KS17EC041	Corvid systems	16/8/2021
X 24	Jeevan R S	1KS17EC042	WIPRO	27/8/2021
25	Krithika P	1KS17EC045	Infosys	23/7/2021
26	Lakshan	1KS17EC046	Infosys	26/7/21 <i>In higher studies</i>
27	Lekha Yadav B	1KS17EC047	TCS	9 th March 2021 RefId:TCSL/DT20206895164/Ba ngalore 3.36lakhs/annum
28	M Sirisha	1KS17EC050	KPMG	30-6-2021
X 29	Mahadeva G	1KS17EC052	Vayavya ;Labs	23/8/2021 4.5 Lakhs/Annum
30	Mamatha K S	1KS17EC053	Verzeo	OL No:VZC128 , 14/8/2021
X 31	Naganetra M	1KS17EC059	TheMathCompany	15/9/2021 4.5lakhs/annum

32	X Naveen Kumar Burugupali	1KS17EC061	Atos	
33	X Navin Kumar H G	1KS17EC062	SONATA	6/9/2021
34	Navya S	1KS17EC063	Infosys	26/7/2021, 3.6 Lakhs/Annum Ref:HRD/3T/21-22/1001731362
35	X Nikhil V	1KS17EC064	Atos	
36	Pallavi S	1KS17EC066	TCS	9 th March 2021 Ref Id:TCSL/DT20206894874/Bangal ore 3.36lakhs/annum
37	Penujuri Naga Sai Snehitha	1KS17EC068	Accenture	3.83lakhs/annum
38	Pratima p Agnihotri	1KS17EC071	1) NTT DATA, 2) KPMG	2) KPMG Global Services Private Limited on 30-6-2021 5lakhs/Annum 1) NTT DATA: 6/3/2021 3.37Lakhs/Annum
39	Pratima V Kashyap	1KS17EC072	Accenture	Selection letter issued by Accenture, 3.8 Lac/Annum
40	X Rachana R	1KS17EC075	MULYA software testing/KPMG	MULYA: 12/7/2021 3lakhs/annum
41	Rahul R Nadig	1KS17EC076	TCS	Selection letter issued by TCS on 26/8/21 Ref: TCSL/DT20206921329//Chennai
42	Ramya R	1KS17EC078	TCS	9 th March 2021 Ref Id:TCSL/DT20207243981/Bangal ore
43	Ritu Patil	1KS17EC079	Verzeo	16/7/2021 Ol no : VZC127
44	Sahana .V	1KS17EC085	Jaro Education	1/12/2020 4.80Lakhs/annum

45	Shivani K	1KS17EC088	NTT DATA	6/3/2021 3.75 lakhs/annum
46	Shreyas H R	1KS17EC090	SONATA	Selection letter issued by SONATA on 6/9/2021
47	Srividya R	1KS17EC092	Infosys	23/7/2021
48	Supriya V	1KS17EC093	1) TCS, 2) Accenture (Not here)	9 th March 2021 Ref Id: TCSL/DT2020725357/Bangalore, 3.36 lakhs/annum Accenture: 15/7/21
49	Sushmitha K N	1KS17EC096	1) NTT DATA, 2) TCS Not available	TCS: 9 th March 2021 Ref Id: TCSL/DT20206779038/Bangalore. 3.36 lakhs/annum NTT data: 23/7/2021
50	Tejas K	1KS17EC098	SONATA (Not available) Infosys	Selection letter issued by SONATA on 6/9/2021 18/9/2021, HRD/ST/100243753/2022
51	Vaishnavi K Katti	1KS17EC100	1) TCS, 2) NTT DATA, 3) KPMG, 4) Accenture Not available	9 th March 2021 Id: TCSL/DT20207207646/Bangalore 3.36 lakhs/annum NTT Data: 6/3/2021 3.75 lakhs/annum KPMG: 23/6/2021 Accenture: 14/7/2021
52	Vishal Goutham N	1KS17EC104	1) Infosys, 2) TCS (Not avail)	23/7/2021
53	Yashashwini R	1KS17EC105	Infosys, TCS	Selection letter issued by TCS on 21 st July 2021 Ref Id: TCSL/DT20207208059/1446704/Bangalore

DEPARTMENT OF MECHANICAL ENGINEERING

ON CAMPUS DETAILS- 2021

SL NO.	USN	NAME	BRANCH	OFFER
1	1KS17ME012	Ashutosh Vilas Jain	MECH	JARO EDUCATION
2	1KS17ME096	Vishnu Tejas T M	MECH	JARO EDUCATION
3	1KS17ME023	Eshwar A N	MECH	
4	1KS17ME053	Puneeth Gowda.N	MECH	Infosys
5	1KS17ME054	Gokul R	MECH	Infosys
6	1KS17ME064	Rethina Seelan	MECH	Infosys
7	1KS17ME077	Shoaib Mahaboob Shaik	MECH	Infosys
8	1KS17ME033	Karthik S Dalabanjan	MECH	Infosys
9	1KS17ME096	Vishnu Tejas T M	MECH	TCS
10	1KS17ME070	Sharath R chawhan	MECH	TCS
11	1KS17ME045	Nischal V Chadaga	MECH	DEVTOOLS
12	1KS17ME090	V Vinay	MECH	ACCENTURE
13	1KS17ME083	A SOWRAV	MECH	GARUDA AEROSPACE
14	1KS17ME094	VENKATESH PRASAD	MECH	GARUDA AEROSPACE
15	1KS17ME011	ARJUN PRASAD	MECH	GARUDA AEROSPACE
16	1KS17ME068	SHANKAR RAM	MECH	GARUDA AEROSPACE
17	1KS17ME065	SANDEEP	MECH	GARUDA AEROSPACE
18	1KS17ME025	GANESH KUMAR	MECH	GARUDA AEROSPACE
19	1KS17ME078	SHREYAS	MECH	GARUDA AEROSPACE
20	1KS17ME038	KUSHAL RAO	MECH	GARUDA AEROSPACE
21	1KS17ME076	SHASHI KIRAN	MECH	GARUDA AEROSPACE

22	1KS17ME028	IMPAL D RAJ	MECH	GRASSROOTS
23	1KS17ME092	VASUNIDHI S	MECH	GRASSROOTS

jaro education®

1st December, 2020

To,

Mr. Ashutosh Jain,

Dear Ashutosh,

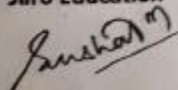
This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st three months	Effective from 4 th Month
Basic Salary	15,050	16,000
House Rent Allowance	1,505	8,000
Transport Reimbursement	1,600	1,600
Telephone Reimbursement	500	500
Statutory Bonus (Paid Monthly)	1,254	1,400
Special Allowance	5,091	12,500
Total	25,000	40,000
Daily Travel Reimbursement	3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	2,000	2,000
Total	40,000	55,000

Regards,
Jaro Education



Sushant Maliya
General Manager - Human Resource



I agree to the above terms & conditions _____ Dated 10/12/2020

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.
CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

jaro education®

1st December, 2020

To,

Mr. Vishnu Tejas,

Dear Vishnu,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

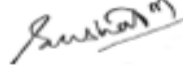
Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st three months	Effective from 4 th Month
Basic Salary	15,050	16,000
House Rent Allowance	1,505	8,000
Transport Reimbursement	1,600	1,600
Telephone Reimbursement	500	500
Statutory Bonus (Paid Monthly)	1,254	1,400
Special Allowance	5,091	12,500
Total	25,000	40,000
Daily Travel Reimbursement	3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	2,000	2,000
Total	40,000	55,000

Regards,

Jaro Education



Sushant Maliya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Bassant Theatre, Chembur (E), Mumbai - 400 074, India.
CIN: U80301MH2006PLC193957 | Tel: +91-22-61438700 | www.jaro.in | Email: comp@jaro.in



July 26, 2021

HRD/3T/21-22/1001727294

Mr. Gokul R
Candidate ID: 1001727294
Ff103, Mahalaxmi Melody
Mla Layout, Kalena Agrahara, Bg Road
Bangalore - 560076
Karnataka
India
Ph: (91) 78920 89843

Dear Gokul,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,



RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



July 26, 2021

HRD/3T/21-22/1001713198

Mr. Rathina Seelan

Candidate ID: 1001713198

92/A

Anjanapura

Bangalore - 560108

Karnataka

India

Ph: (91) 89043 64205

Dear Rathina,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of Systems Engineer in Job Level 3 with the company. Your DoJ is November 8, 2021 and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your Total Gross Salary includes a Performance Incentive and will be INR 360000 per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,



RICHARD LOBO
EVP and Head Human Resources - Infosys Limited



July 26, 2021

HRD/3T/21-22/1001725560
Mr. Shoab Mahaboob Shaik
Candidate ID: 1001725560
#55
K Cross New Gurappana Palya
Bangalore - 560029
Karnataka
India
Ph: (91) 99723 72673

Dear Shoab Mahaboob,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of Systems Engineer in Job Level 3 with the company. Your DoJ is November 8, 2021 and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your Total Gross Salary includes a Performance Incentive and will be INR 360000 per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,



RICHARD LOBO
EVP and Head Human Resources - Infosys Limited



July 26, 2021

HRD/ST/21-22/1001725844
Mr. Karthik Dalabanjan
Candidate ID: 1001725844
No. 43, 2Nd Main, 4Th Cross
R.K Layout, Podmanahbanagar
Bangalore - 560070
Karnataka
India
Ph: (91) 97423 11023

Dear Karthik,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of Systems Engineer in Job Level 3 with the company. Your DoJ is November 8, 2021 and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your Total Gross Salary includes a Performance Incentive and will be INR 360000 per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,



RICHARD LOBO
EVP and Head Human Resources - Infosys Limited



Offer: Computer Consultancy
Ref: TCSL/DT20207209156/Bangalore
Date: 09/03/2021

Mr. Vishnu Tejas Talakad Mohan
158617th Main Road,
J P Nagar 2nd Phase,
Bengaluru-560078,
Karnataka.
Tel# -

Dear Vishnu Tejas Talakad Mohan,

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/DT20207209156

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



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

A handwritten signature in black ink, appearing to read 'K Ganesan', enclosed in a thin black circle.

K Ganesan
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



Registered Office:
#419, 14th Cross, KR Road, Shastri Nagar
Bangalore - 560028 Tel:91-80-46898989 |
Fax:91-80-46898926 | sales@devtools.in

April 8, 2021

To,
Nischal V Chadaga
#29, 4th Main, 4th Phase, 7th Block
Banashankari 3rd Stage
Bangalore 560085

Subject: Campus Hiring – Letter of Employment

Dear Nischal V Chadaga

This is with reference to the campus interview conducted at KSIT premises and further conversations at our office last week. DevTools (hereinafter called the "Employer") is pleased to inform you about your selection based on the following terms and conditions:

1. Position

- 1.1) Your designation shall be "Business Development Manager"
- 1.2) Your employment shall commence on / before Aug 16, 2021
- 1.3) Your place of employment will be our office in Bangalore, India.
- 1.4) You will be required to perform your job duties, and any other duties the employer may assign to you, having regard to your skills, training and experience.

2. Probation

- 2.1) You shall be on Probationary period during the first 12 months of your employment, and confirmation shall depend upon satisfactory review of your performance during the probationary period.
- 2.2) During the probationary period, you may be required to prepare and appear for tests and certifications necessary for our business. Your performance is measured based on your involvement, success rate with the certification exams and your contribution to the business outcome of the firm.
- 2.3) The Employer (DevTools) at its sole discretion may decide to extend your probationary period if deemed necessary, based on review and assessment of your performance during the said period.



Registered Office:
#419, 14th Cross, KR Road, Shastri Nagar
Bangalore - 560028 Tel:91-80-46898989 |
Fax:91-80-46898926 | sales@devtools.in

Indemnification

1. Employee acknowledges that, in the event that any prior employer or other third party makes a claim against the Employer based on Employee entering into this Agreement or becoming employed by Employer, Employee shall defend, indemnify and hold Employer harmless from any and all such claims, or losses actually incurred by Employer, or Employer's officers, employees or authorized agents. Employee shall also be responsible for any and all legal fees and other expenses incurred by Employer as a result of defending any such claims. The employee shall also be liable to indemnify the Employer for future claims stemming from his/her job tenure even after the employment relationship is terminated.
2. Further, the employee agrees to serve the employer for a minimum period of two years from the date of joining in the event of premature separation by the employee during this two-year period, the employee shall indemnify the employer for a minimum amount of INR 2,00,000/- (Rupees two lakhs only) and additionally undertake to settle the entire cost incurred by the employer towards professional development, training, certification and other related expenses of the employee.
3. Upon successful completion of the initial term of two years, the employee shall remain employed with the employer under the regular terms of employment. The notice period for separation from employment shall be two months from either party in writing. The Employer reserves the right to require the employee not to attend work and/or not to undertake all or any of your duties of employment during the period of notice.

IN WITNESS HEREOF the two parties hereto executed two copies of this employment agreement on the dates set out below:

DEVTOOLS

A handwritten signature in black ink, appearing to read 'Keshav'.

By: Keshav Prakash

Managing Partner

Date: April 8, 2021

CANDIDATE

By: Nischal V Chadaga

Candidate

Date:

Accelerate the career of your dreams



To,

Name : Vinay Vishwanath

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

Dear Vinay Vishwanath,

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

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

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

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

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

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

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

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

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

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

Annexure A

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

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

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

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



DEPARTMENT OF MECHANICAL ENGINEERING

OFF CAMPUS DETAILS- 2021

SL NO.	USN	NAME	BRANCH	OFFER
1	1KS17ME004	ADITI R SINGH	MECH	BYJUS
2	1KS17ME011	ARJUN PRASAD	MECH	GARUDA AEROSPACE
3	1KS17ME070	SHARATH.R.CHAWHAN	MECH	TCS
4	1KS17ME074	SHAHSANK M G	MECH	DELL
5	1KS17ME086	TEJAS P	MECH	ELECTROWING TECHNOLOGY PVT LTD
6	1KS17ME090	VINAY V	MECH	ACCENTURE



Offer Letter

Ms. Aditi R s Singh

Date: Friday, July 30, 2021

Welcome to BYJU'S!

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

We are pleased to offer you the position of Trainee - Customer Success on following terms and conditions:

Offer Details:

Designation:	Trainee - Customer Success
Department:	User Experience (61000011)
Employment Type:	Trainee
Date of Joining:	Friday, August 6, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-	
Fixed Compensation:	360000 INR
Variable Compensation:	26000 INR
Variable Pay Frequency:	Annual
Retention Bonus:	26000 INR

In addition to Fixed Compensation, you will be eligible to receive a Retention Bonus of 26000 INR which will be paid only after one full year of tenure with the company. It would be paid along with the salary on the corresponding 12th month provided you are not serving notice period with the company.

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

- Provident Fund
- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to company including loans and advances
- Or any other applicable statutory deductions

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

- You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.

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

You are requested to join the services of the Company not later than Friday, August 6, 2021, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed 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 career with us.

Please submit the signed copy of this offer letter on your date of joining.

You are requested to join the services of the Company not later than Date of Joining, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed 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 career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

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

Annexure A

All Confidential information, 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.

The Employee acknowledges 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.

Code of Conduct: Think & Learn Pvt. Ltd., endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or



Reference # Trainee2020-218QSI1500-1043

Date: August 17, 2021

Arjun Prasad
#65, 3rd Cross, Narayana Nagar, Block 1,
Dodakallasandra Post, Bangalore - 560062

Dear Arjun Prasad,

Subject: Letter of offer for Trainee
Reference: (i) Your personal interview dated 6th August 2021

Carl Zeiss India (Bangalore) Pvt. Ltd.
Regd. Office
Plot No. 1, 1st & 2nd Cross Road,
Narasimharaja Industrial Estate,
Bangalore - 560093, India
Tel: 91 80 434 0000
Fax: 91 80 434 0022
E-Mail: hr@zeiss.com
Web: www.zeiss.com
CIN: U33125KA2009PT030000

We are pleased to inform you that you have been selected as a "Trainee" with the Carl Zeiss India (Bangalore) Pvt. Ltd. Your Training will be governed by following terms and conditions including annexures to this letter:

- Your Training will be in **Industrial Quality Solutions** Division of the Company.
- You will be paid a monthly stipend of **Rs. 27500/-**. Offered stipend / structure may change subject to any amendments either in company policies or in applicable legal provisions. For the same, an addendum will be issued accordingly.
- Your Training with us will be governed by terms and conditions referred in Annexure-A.
- Your training will begin from **18th August 2021** and end on **17th August 2022**.
- Your current location of Training would be **Bangalore**.
- Your Training Leader during the Training would be **Mr. Nitheesh Kumar of Industrial Quality Solutions** based in **Bangalore**.
- Please note that this offer letter does not constitute an offer of employment or commitment to offer employment with the Company to you in the future.
- Please note that this offer is subject to submission of all the relevant documents.
- Please read, understand and sign the duplicate copy of this letter in all pages (including annexure) and return to us as your consent and acceptance of all the terms and conditions.
- You hereby consent that your engagement of Trainee will be terminated with immediate effect if any of the terms and conditions of this letter including annexure/s are not complied.

For Carl Zeiss India (Bangalore) Pvt. Ltd.


Suman Raju
Head of Human Resources

Enclosures:
Annexure – A (Terms and Condition)

Bangalore
J 21 Street
Pearl Building
560 002
C: +91 80 434 0000
F: +91 80 434 0022
E: hr@zeiss.com

Chennai
E: 35, Anna Salai, Industrial
Estate - 600 002, India
Tel: +91 44 2333 3333
Fax: +91 44 2333 3333

Hyderabad
K. J. Somayajulu Industrial Estate,
207/208, Road No. 1
Banjara Hills
Hyderabad - 500 034, India
Tel: +91 80 2333 3333
Fax: +91 80 2333 3333

Kolkata
Sector-108
Plot No. 12, Block-108
108 Area, Sector 10, Salt Lake
Indira Park, Salt Lake
Tel: +91 33 434 0000
Fax: +91 33 434 0022

Mumbai
Plot No. 111 & 112
Industrial Estate, Mira Road
Building No. 42
Mira Road, South
Mumbai - 400 042, India
Tel: +91 22 2552 2000
Fax: +91 22 2552 2022

New Delhi
A-150, Mehra Corner, Connaught
Industrial Estate
Mehra Road
New Delhi - 110 044, India
Tel: +91 11 41 74 000
Fax: +91 11 41 74 0022

Pune
ITD No. 47/3
EPIP, Chakan
Chakan Industrial Estate
Chakan
Pune - 411 004, India
Tel: +91 20 2712 1234



Offer: Computer Consultancy
Ref: TCSL/DT20207261671/Chennai
Date: 19/08/2021

Mr. Sharath R Chawhan
4th Cross 4th Cross Kailashnagar,
Near Kaapi Kutera,
Bangalore-560062,
Karnataka.
Tel# 91-9739968894

Dear Sharath R Chawhan,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20207261671

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumbakonam Road, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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



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

A handwritten signature in blue ink that reads 'Girish V. Nandimath'.

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



11 July 2021

Shashankh Mysore Girish
#25/1, anugraha, 10th cross, 3rd main, hanumanthagar
Bengaluru South 560019
India

Private & Confidential

Dear Shashankh,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Shashankh Mysore Girish (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Bhupendra Singh (1021315), Manager 1, Sales Engineer Analyst. Your start date is 26 July 2021.

You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):



Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Savneet Shergill
Talent Acquisition Senior Director

Confirmation of Acceptance

I, Shashankh Mysore Girish, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

I confirm that I will commence employment with Dell on 26 July 2021.

{{SigB_es_:_signer1:signatureblock}} {{Dte_es_:_signer1:date}}

Shashankh Mysore Girish

Shashankh Mysore Girish

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.



**Electrowing
Technologies Pvt Ltd**

Your Technology Partner

26/08/2021

Tejas P

Graduate Engineer Trainee

Electrowing Technologies Pvt. Ltd.

No 50, NTI Layout, Bhoopasandra Main Road, RMV 2nd Stage

Bengaluru, Karnataka - 560094

Dear Tejas P,

We are pleased to offer you the position of Graduate Engineer Trainee at Electrowing Technologies Pvt. Ltd. We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion, your starting date will be on 01/09/2021. We hope that you will have great learning in your role and be able to make significant contributions to the success of the business. We look forward to welcoming you on board.

Sincerely,

Electrowing Technologies Pvt. Ltd.

Sijin A

Production Manager

No. 50, NTI Layout, Bhoopasandra Main Road, RMV 2nd Stage, Bangalore - 560094
Mob: +91 89714 67957 | Email: info@electrowingindia.com
CIN: U72200KA2014PTC076042 | GSTIN : 29AADCE7618Q1ZW

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:01-Sep-2021

Vinay Vishwanath
C10029915

#64 , 7th cross , Srinivas colony ,G T Layout , Arehalli , Bangalore - 81

9880326676

Dear Vinay Vishwanath,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

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

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 16feed33-189c-4b12-9477-6584c3aa5530_1
Signed By: Mahesh Vasudeo Zurale

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, 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 any feedback/ suggestion or have any query, feel free to write an e-mail to: <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



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

[Insert full legal name]

ANNEXURE 1
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.6%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

* Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

*As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Name: Ganesh B

USN: 1KS17TE008

Company: Infosys



July 26, 2021

HRD/3T/21-22/1001721450

Mr. Ganesh B
Candidate ID: 1001721450
22 1St Main Astalakshmi Layout Jp Nagar
6Th Phase
Bangalore - 560078
Karnataka
India
Ph: (91) 98809 78355

Dear Ganesh,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer in Job Level 3** with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Richard Lobo", is written over a horizontal line.

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Name: Huda Matheen

USN: 1KS17TE011

Company: Infosys



July 26, 2021

HRD/3T/21-22/1001721885

Ms. Huda Matheen
Candidate ID: 1001721885
#41,8Th 'B' Main Road, Keb Colony
1St Stage,Btm Layout 1.
Bangalore - 560029
Karnataka
India
Ph: (91) 77605 21457

Dear Huda,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Richard Lobo", is written over a horizontal line.

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Name: Ravitej K

USN: 1KS17TE032

Company: Infosys



July 26, 2021

HRD/3T/21-22/1001730023

Mr. Ravitej K

Candidate ID: 1001730023

#31,7Th Cross ,18Th Main

Dec Post, Btm Layout 1St Stage

Bangalore - 560029

Karnataka

India

Ph: (91) 91086 46454

Dear Ravitej,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **November 8, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

A handwritten signature in black ink, appearing to read "R. Lobo", is written over a horizontal line.

RICHARD LOBO

EVP and Head Human Resources – Infosys Limited

Name: Srividya Murthy

USN: 1KS17TE043

Company: JARO Education



1st December, 2020

To,

Ms. Srividya Murthy,

Dear Srividya,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st three months	Effective from 4 th Month
Basic Salary	: 15,050	16,000
House Rent Allowance	: 1,505	8,000
Transport Reimbursement	: 1,600	1,600
Telephone Reimbursement	: 500	500
Statutory Bonus (Paid Monthly)	: 1,254	1,400
Special Allowance	: 5,091	12,500
Total	25,000	40,000
Daily Travel Reimbursement	: 3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	: 10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	: 2,000	2,000
Total	40,000	55,000

Regards,
Jaro Education

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

Name: Vadhiraj Ravi

USN: 1KS17TE047

Company: JARO Education



1st December, 2020

To,

Mr. Vadhiraj Ravi,

Dear Vadhiraj,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st three months	Effective from 4 th Month
Basic Salary	: 15,050	16,000
House Rent Allowance	: 1,505	8,000
Transport Reimbursement	: 1,600	1,600
Telephone Reimbursement	: 500	500
Statutory Bonus (Paid Monthly)	: 1,254	1,400
Special Allowance	: 5,091	12,500
Total	25,000	40,000
Daily Travel Reimbursement	: 3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	: 10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	: 2,000	2,000
Total	40,000	55,000

Regards,
Jaro Education

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

Name: Priyanka S

USN: 1KS17TE028

Company: AVAALI SOLUTION



July 20, 2021,

Ms. Priyanka S

Bangalore

EMPLOYMENT CONTRACT

Dear Priyanka,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:
 - a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
 - b. Your commencement will be not later than at 9.00 am on August 2nd, 2021.
 - c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
 - d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
 - e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration
 - a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
 - b. You shall be paid a basic salary of INR 92,580 per annum.
 - c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
 - d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
 - e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.

Name: Gowthami V

USN: 1KS17TE009

Company: AVAALI SOLUTION



April 15, 2021

Ms. Gowthami V
Bangalore

EMPLOYMENT CONTRACT

Dear Gowthami,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:
 - a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
 - b. Your commencement will be not later than at 9.00 am on April 19, 2021.
 - c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
 - d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
 - e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration
 - a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
 - b. You shall be paid a basic salary of INR 92,580 per annum.
 - c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
 - d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
 - e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.

Name: Dhananjaya Kumar

USN: 1KS17TE005

Company: AVAALI SOLUTION



April 15, 2021,

Mr. Dhananjaya Kumar S
Bangalore

EMPLOYMENT CONTRACT

Dear Dhananjaya,

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

- a. You will be appointed as an Intern for the first 6 (six) months during the training period and upon completion of training period you will be confirmed as Associate Software Engineer (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on April 19, 2021.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, your point of contact will be the HR Team and the reporting managers name will be communicated to you later.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,53,390 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.

Name: Mohan Prasanna B

USN: 1KS17TE020

Company: TCS



Offer: Computer Consultancy
Ref: TCSL/DT20206737170/Bangalore
Date: 09/03/2021

Ms. Mohanprasanna B
#22, 1st Main, 1 St Cross, Astalakshmi Layout, J P Nagar 6th Phase Puttenalli,
Inchara Hotel,
Bengalore-560078,
Karnataka.
Tel# -

Dear Mohanprasanna B,

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/DT20206737170

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

Name: Surabhi B

USN: 1KS17TE045

Company: TCS



Offer: Computer Consultancy
Ref: TCSL/DT20207273681/Bangalore
Date: 09/03/2021

Ms. Surabhi B
#360, 11th Main, Sbm Colony,,
Bsk I Stage,
Bangalore-560050,
Karnataka.
Tel# 91-9738503635

Dear Surabhi B,

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/DT20207273681

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

Name: Shriyukta Ram

USN: 1KS17TE040

Company: TCS



Offer: Computer Consultancy
Ref: TCSL/DT20206942636/Bangalore
Date: 09/03/2021

Ms. Shriyukta Ram
#602,Arii Katte Road1st Main Road,
Chikkalsandra,
Bangalore-560061,
Karnataka.
Tel# 91-9480633211

Dear Shriyukta Ram,

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/DT20206942636

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






Shriyukta Ram

Name: Shriyukta Ram





USN: 1KS17TE040


Company: Capgemini


12:57     


    


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

 **Superset** 12:47 PM  
to me 




Love your career.
 **your career.**







Most Ethical Company - Eight times in a row




We're highly-rated on Glassdoor



Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear SHRIYUKTA RAM,

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


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

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

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Jun 16, 2021 11:59 PM IST.

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

- Passport size photo



Name: Sahana R

USN: 1KS17TE035

Company: Capgemini



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 639507

Letter of Intent ("LOI")

Dear Sahana R,

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

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

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

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

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

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

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

Name: Shradda P

USN: 1KS17TE039

Company: Capgemini

24/06/2021

K.S.Institute Of Technology Mail - Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent



KSIT PLACEMENTCELL <placementcell@ksit.edu.in>

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

3 messages

shradda prem <shraddaprem3@gmail.com>
To: placementcell@ksit.edu.in

Thu, Jun 17, 2021 at 8:00 AM

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

From: **Superset** <notifications@email.joinsuperset.com>

Date: Mon, Jun 14, 2021, 12:47 PM

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

To: <shraddaprem3@gmail.com>



Most Ethical Company - Eight times in a row



We're highly- rated on Glassdoor



Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Shradda P,

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

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

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

Name: Rachana Giliyal

USN: 1KS17TE029

Company: Mindtree



Date:05-Jul-2021

To

Rachana Giliyal
INDIA

Dear Rachana Giliyal,

Sub: Offer of Training and Employment

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

Name: Rachana Giliyal

USN: 1KS17TE029

Company: JK Tech



Ref. No. JKT: 0/4170

13th August 2021

Ms. Rachana Giliyal

#33 5th cross Raghuvanalli, Kanakpura main road,
Bangalore - 560062

Letter of Offer

Dear Ms. Rachana Giliyal

This has reference to our various interactions regarding your employment in our organization. We are hereby pleased to offer you and bring you on board with the Designation of **Associate Consultant** at our **Bangalore office**. Your date of joining shall be **19th August 2021** or earlier and reporting time will be **9:30 AM** at the following address:

**JK Technosoft Ltd.
Indiqube - Grape Garden
33 Coconut Grove, 648/1/1 1A Cross
18th Main, 6th Block
Koramangala, Bengaluru
Karnataka - 560095 (KA)**

Your total gross compensation will be **INR 400000** per annum (Please refer to Annexure - I). A detailed Employment Agreement containing the terms of employment will be provided within seven (7) days of your joining. Kindly note that the Employment Agreement shall be issued to you after completing all the joining formalities including submissions of documents/information.

At the time of joining you are requested to bring along the document mentioned below:

1. Pan Card Copy.
1. Last three salary slips copy.
2. Copy of bank statement as a proof for the salary credits.
3. Copy of all previous relieving letters and employment agreements.
4. Copy of all educational credentials along with mark sheets.
5. Copy of address proof (Aadhar card / Voter Card / Passport / DL).
6. Photographs (5 copies).
7. Emergency contact numbers.
8. Three (3) reference numbers from your previous employments.

In the initial recruitment process you were advised that this position is considered "critical" and, therefore, your appointment is contingent upon successful completion of a background check. However, as we discussed, you have agreed to begin your employment on 19th August 2021 pending completion of the background check, though the process will get started 5 days prior to your joining. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful. We will contact you as soon as the background check process has been completed.

This letter shall be binding upon the parties from the date first set forth above. Looking forward to your timely response.

Yours sincerely,

for JK Technosoft Ltd.

Shyam Verma

Head - HR

F - 3, Sector 3 Noida - 201301, India Tel: +91 120 4606200 Fax: +91 120 4606277

web: www.jktech.com CIN No: U64202DL1988PLC030870

Registered Office: A-2, Local Shopping Complex, Masjid Moth, Greater Kailash - II, New Delhi - 110048, India

Tel: +91 11 29222864-65 Fax: +91 11292228048

Name: Rachana Giliyal

USN: 1KS17TE029

Company: Relevance Lab



Offer Letter

9th August 2021

Bangalore

Ms. Rachana Giliyal
Bangalore

Ph: +91 9380340308
Email: giliyalrachana@gmail.com

STRICTLY PRIVATE AND CONFIDENTIAL

Dear Rachana,

We are pleased to offer you a position as **Graduate Engineer Trainee at L0** with Relevance Lab Private Limited (RL). We are sure that RL will provide you with a satisfying and challenging work environment along with a successful growth path.

Your annual compensation will be **INR 4,00,000/- (Four Lakhs Only)**. A detailed compensation break-up is enclosed in Annexure I. Terms and conditions that will affect your employment are contained in Annexure II.

We would like you to join us on or before **16th August 2021**. We would require you to provide us with a signed hard/soft copy as your acceptance of our offer. In the event that you are unable to join on or before the said date, this offer will be null and void.

We look forward to a mutually rewarding association with you at Relevance Lab.

Yours sincerely,

For Relevance Lab Private Limited

Francis Gonsalves
Associate Vice President- HR

Relevance Lab Private Limited

Building – 2, 4th Floor, Prestige Technostar, Brookefield Main Road, Near Graphite India, Doddanekundi Industrial Area, Whitefield, Bengaluru, Karnataka -560048

Email: info@relevancecelab.com | Website: www.relevancecelab.com

Tel: 080 41460444 | CIN No: U7220KA2011PTC057258

Name: Dhananjaya Kumar

USN: 1KS17TE005

Company: Accenture



To,

Name : Dhananjaya Kumar S

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

Dear Dhananjaya Kumar S,

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

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

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

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

Name: Ganesh B

USN: 1KS17TE008

Company: Cognizant



29-Aug-2021

Dear **Ganesh B**,
B.E., Telecommunication Engineering
KS Institute of Technology, Bangalore

Candidate ID – 16727359

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

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

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

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

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

Please note:

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

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

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

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

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

Name: Meghana C

USN: 1KS17TE018

Company: Cognizant

Cognizant



30-Aug-2021

Dear Meghana C,
B.E., Electronics and Telecommunication Engineering
KS Institute of Technology, Bangalore

Candidate ID – 17786570

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

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

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

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

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

Please note:

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

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

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

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

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

Name: Shriyukta Ram

USN: 1KS17TE040

Company: Cognizant

Cognizant



26-Aug-2021

Dear Shriyukta Ram,
B.E., Telecommunication Engineering
KS Institute of Technology, Bangalore

Candidate ID – 15234675

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

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

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

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

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

Please note:

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

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

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

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

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

Name: Ravitej K

USN: 1KS17TE032

Company: Rudder Analytics



Rudder Analytics Private Limited,
303, Deron Heights,
Baner Road, Baner,
Pune – 411045, Maharashtra

Private & Confidential

28th June 2021

OFFER LETTER

Dear Ravitej K ,

Subsequent to the meetings you had with us, we are pleased to make an offer of employment to you as **Associate Analyst (A1)**.

Your starting annual cost to company (CTC) will be **INR 4,00,000 /- (INR Four Lakh Only)** per annum post confirmation. This includes a performance-linked Variable Pay of INR 40,000. This Variable Pay Component will be payable based on your performance and overall company performance, and that you being on the rolls of the company at the date of disbursement.

You will be on a probation for a period of six months from the date of joining, which is liable for extension at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing. The compensation during the probation period would be INR 18,000/- (INR Eighteen Thousand Only) per month.

Either party can terminate this employment agreement by providing a notice period of 90 days to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be of 30 days during the probation period.

This offer is subject to your satisfactory background verification. Your retention in Company's employment will be subject to your continued medical fitness. Company reserves the right to ask you to undergo medical examination if and when considered necessary.

A compulsory online training program will be rolled out after your acceptance of the offer, and this program will run in parallel with your current academic schedule. Considering your academic commitments, ample time will be provided for completion of the program. Successful completion of the program is a pre-requisite for joining the company, and any negligence or non-compliance with instructions regarding the training, may result in cancellation of the offer extended to you.

You are requested to confirm the receipt and acceptance of your offer in writing, failing which the offer extended to you, stands cancelled. Your initial place of work shall be at our **Pune office** and your date of joining will be informed to you in due time. In case of temporary work-from-home situation, you will be informed accordingly.

The components of your salary are provided in Annexure - A and would be governed by the company policy.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual admiration.

Warm regards,
Human Resources - Rudder Analytics

Name: Mohan Prasanna B

USN: 1KS17TE020

Company: EMBTECHINNOVA

Mail

Inbox 91

Starred

Snoozed

Sent

Drafts

Chat

No conversations
[Start a chat](#)

Spaces

No spaces yet
[Create or find a space](#)

Meet

Mohan Prasanna Date of Joining : 1st November 2021 External Inbox X

Mohan PrasannaB
to me

9449164755

----- Forwarded message -----
From: Sunitha <sunitha@embtechinnova.com>
Date: Tue 6 Apr, 2021, 3:51 PM
Subject: Mohan Prasanna Date of Joining : 1st November 2021
To: Mohan PrasannaB <mohanprasannab@gmail.com>
Cc: MH.Prasad <mh.prasad@embtechinnova.com>, <ganesan@embtechinnova.com>

Dear Mohan Prasanna ,

We thank you for visiting us and providing an opportunity to explore your capabilities.
We are pleased to inform you that we would like to use your expertise and skill and hence offering position as **Eng**
Date of Joining : 1st November 2021

.
Rgds
Sunitha

HR
Ph-9742695255

Name: Niveditha

USN: 1KS17TE025

Company: Garuda Aerospace



K. S INSTITUTE OF TECHNOLOGY, BENGALURU-560109
14, Kanakapura Rd, Raghuvanahalli, Bangalore City Municipal Corporation Layout, Bengaluru,
Karnataka 560109

**** DEPARTMENT OF TRAINING AND PLACEMENTS ****

19.07.2021

HEARTY CONGRATULATIONS..!!

Management, Principal, Department of T&P & Faculty congratulates

S.NO	NAME	USN	BRANCH
1	A SOWRAV	1KS17ME083	MECH
2	VENKATESH PRASAD	1KS17ME094	MECH
3	ARJUN PRASAD	1KS17ME011	MECH
4	SHANKAR RAM	1KS17ME068	MECH
5	SANDEEP	1KS17ME065	MECH
6	GANESH KUMAR	1KS17ME025	MECH
7	SHREYAS	1KS17ME078	MECH
8	KUSHAL RAO	1KS17ME038	MECH
9	SHASHI KIRAN	1KS17ME076	MECH
10	H SRINIDHI	1KS17EC041	ECE
11	K SHREYA	1KS17EC043	ECE
12	KSHITIZ GURUNG	1KS16EC038	ECE
13	NIVEDITHA	1KS17TE025	ETE

For getting placed in



Garuda Aerospace (P) Ltd

AS DRONE PILOT TRAINING WITH A PACKAGE OF 1.8 LPA

WE WISH YOU ALL THE VERY BEST FOR YOUR FUTURE ENDEAVOURS

Note:-Candidates should report to training at 9:00am on 2nd August 2021 in Chennai at
AGNI COLLEGE OF TECHNOLOGY, Old Mahabalipuram Road, Thalambur.

Confirmation will be given at the time of Joining.



ECE	ETE	MECH
-----	-----	------

[Signature]
PRINCIPAL
K.S. INSTITUTE OF TECHNOLOGY
BENGALURU - 560 109.

Name: Sridevi M R

USN: 1KS17TE042

Company: DXC Technologies



24 Sep, 2021

Sridevi M R

Dear Sridevi,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Sep 26, 2021 16:39 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

Name: Meghana C

USN: 1KS17TE018

Company: Emphasis



Mphasis_Letter of Intent!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>
To: meghanamowli@gmail.com <meghanamowli@gmail.com>

Wed, 21 Jul 2021 at 6:38 pm

Ref.No- MPHTH_CD2021-0785

Dear Meghana C,

College Name: **K S Institute Of Technology.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of 'Trainee Associate Software Engineer' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum**, which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership