



Date: 17-Sep-18

Ref. No.: RT1/EEI/1819/0112

Ms Akshita Salian
D/o Mr. Damodar Salian,
24-71 A, Srinilaya, Adi Udupi Mukhya,
Prana Road, Mooubettu, Kodavoor,
Udupi, Karnataka - 576 106

Dear Akshita,

We are delighted to submit to you this offer for appointment as a **Trainee Software Engineer L1 (Band – B)** of our team at Robosoft Technologies Private Limited. This offer letter enlists the principal terms and conditions of this employment offer. You are expected to join on **15-Jul-19**.

Under the terms of this offer:

You shall be on probation for a period of six months from the date of joining. Subject to satisfactory performance, the Company will confirm your position at the end of the probation period. However, the Company reserves the rights to further extend your probation for a maximum of another six (6) months, if required

Your remuneration on a cost-to-company basis (inclusive of benefits such as the Company's contribution to Provident Fund, Gratuity, Variable Pay etc.) as discussed with you is provided in Annexure-I.

The Company reserves the right to change the position for which you are being hired and/or your duties. Your initial place of work shall be the Company's office situated at **Udupi**, but you may be required to work in any other place as decided by the Company.

Your employment with the Company will be subject to (i) all terms and conditions which will be detailed in the letter of appointment, which will be issued to you on your date of joining the Company or earlier once you have accepted this offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's letter of appointment as a condition of your employment on the day of joining as well as a separate Non-Disclosure Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers, if any. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

This offer of employment is subject to the following conditions:

- a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;

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Robosoft Technologies Pvt. Ltd.

- b. The Company obtaining a satisfactory feedback from the reference checks carried out by it and/or background verification conducted through an external agency; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

This offer is also subject to your successful completion of all the curricular requirements laid down by the University/ Institution for award of the degree. You are expected to maintain high academic standards in your qualifying degree as was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cutoff specified to qualify for our written test.

This offer letter is also subject to your executing a Service Agreement for 36 months, in the prescribed proforma with our Company. A copy of the said proforma is available with our HR personnel for your review.

We look forward to you becoming a part of the Company. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **20-Sep-18** after which time this offer will be considered to have been withdrawn by the Company without further notice to you.

On the date of joining, you are expected to produce a set of documents as mentioned in Annexure-II

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Best Regards,


Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature]

[Name]

[Date]

ANNEXURE - I

Your Compensation Package, on CTC (Cost to Company) basis, shall be Rs. 325,000, per annum, as detailed below:

Sl No.	Component	Amount in Rupees per annum	Description
1	Basic Salary	97,500	Paid monthly
2	House Rent Allowance	39,000	Paid monthly
3	Conveyance Allowance	19,200	Paid monthly
4	Medical Re-imbusement	15,000	Paid monthly
5	Food & Refreshments	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	8,125	Paid monthly
7	Other Allowance	77,488	Paid monthly
	Annual Gross Salary (Total of components 1 to 7)	268,313	
8	Provident Fund (Employer's Contribution)	11,700	Employer's contribution, paid monthly
9	Medical Insurance Premium	7,800	Paid directly by the Company
10	Gratuity	4,688	Paid directly by the Company
	Total Fixed	292,500	
	Variable Pay	32,500	Paid at the end of the year based on Individual performance
	Total CTC per annum	325,000	

Group Medical insurance coverage is Rs. 3,00,000 per annum.

Statutory deductions at applicable rates, towards EPF, Professional Tax, Income Tax and any other taxes as applicable shall be effected from the monthly gross salary.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,


Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature]

[Name]

[Date]

Annex II

List of documents to be brought on the date of joining

1) Identity & Address Proof:

- a. PAN Card
- b. Aadhaar Card
- c. Passport
- d. Voter ID card or Driving License or Ration Card

Two sets of photo-copies of the above documents required

2) Academic Records:

- a. Bachelor's Degree Certificate + Final Mark List
- b. 12th Standard/PUC Mark List
- c. 10th Standard Mark List
- d. PG Degree/Diploma / Any other relevant Degree Certificate + Final Mark List (if applicable)

One set of photo-copies of all the above documents in Sl 2

3) 10 Passport size + 1 Stamp Size Photos

4) For reference and antecedents' verification:

Contact details of TWO faculties like HOD, Internal Guide or any Sr. teaching faculty.

- i. Name
- ii. Designation
- iii. Email address
- iv. Mobile Phone number



Date: 17-Sep-18

Ref. No.: RT1/EEI/1819/0113

Ms Amanda Janice Gomes
D/o Mr. Alphonso Gomes,
11-145E, Near Taruna Vrinda,
Udyavara, Pithrodi,
Udupi, Karnataka - 574 118

Dear Amanda,

We are delighted to submit to you this offer for appointment as a **Trainee Software Engineer L1 (Band – B)** of our team at Robosoft Technologies Private Limited. This offer letter enlists the principal terms and conditions of this employment offer. You are expected to join on **15-Jul-19**.

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Robosoft Technologies Pvt. Ltd.

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This offer is also subject to your successful completion of all the curricular requirements laid down by the University/ Institution for award of the degree. You are expected to maintain high academic standards in your qualifying degree as was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cutoff specified to qualify for our written test.

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Chief Operating Officer

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[Signature]

[Name]

[Date]

ANNEXURE - I

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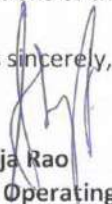
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Yours sincerely,


Shylaja Rao
Chief Operating Officer

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Contact details of TWO faculties like HOD, Internal Guide or any Sr. teaching faculty.

- i. Name
- ii. Designation
- iii. Email address
- iv. Mobile Phone number



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 20-Jun-2019
Name : Amrutha K
Location : Karnataka,
Address : SMVITM Bantakal

Dear Amrutha K ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **01-Jul-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/ODQ2MTk1Nzk=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Jul-2019**.

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



22nd Floor, A Wing, Marathon Futurex, N M Joshi Marg, Lower Parel (east), Mumbai 400013, Maharashtra India.
Toll Free No: 1800 209 0502. www.idbifederal.com IRDA Regn. No. 135 I CIN: U66010MH2007PLC167164

28 March 2019

Anusha Shekar Kumari
3-26.2
BEEDU KOTE
KATAPADI
UDUPI
Karnataka
Pin Code : 574105
Contact No : 7022027205
Advisor Code : IFL1000144999
Branch : 1091

Re: Your appointment as Wealthsurance® Advisor of IDBI Federal Life Insurance Co. Ltd. (the Company)

Dear Anusha Shekar Kumari,

This is in furtherance to your successful completion of the requirements mandated by the Insurance Regulatory and Development Authority of India (IRDAI) to act as an insurance agent.

The Company is glad to appoint you as a 'Wealthsurance® Advisor' to solicit and procure life insurance business. Your appointment shall be with effect from 28-Mar-2019 and is subject to the terms and conditions prescribed herein and the additional conditions specifically mentioned in Annexure A, which may be modified by the Company from time to time.

Your Wealthsurance® Advisor Code No is IFL1000144999. Kindly mention this code number in all your future correspondences.

You will be reporting to Rachana Bhat Agency Leader. The Company reserves the right to change your reporting from the above and attach you to another reporting manager. Such change shall be communicated to you.

This appointment letter incorporates by reference the Terms & Conditions and the same will be applicable for this appointment.

Yours sincerely,
For IDBI Federal Life Insurance Company Limited

Ronald Fernandes
Designated Official

Declaration by Wealthsurance® Advisor

I have read and understood this letter of appointment and the enclosed Terms and Conditions. I have also read and understood the Code of Conduct stated in Annexure C hereto and agree to abide by the Code of Conduct.

Wealthsurance® Advisor
Anusha Shekar Kumari



Final Selects - VTU CPC - Infosys Pooled drive - Mangalore region

1 message

VTU Placement <vtuplacement2018@gmail.com>

To: placement@sode-edu.in

Greetings from VTU CPC

Please find the list of students selected as below for infosys

S.no	Candidate Name	USN	Email ID	Date of Birth	College Name
51	Amanda Janice Gomes	4MW15CS007	gomesamandajanice@gmail.com	18-Dec-97	SHRI MADHWA VADIRAJA INSTITUTE OF
52	Anusha Y S	4MW15CS011	anusha.15cs011@sode-edu.in	14-Sep-97	SHRI MADHWA VADIRAJA INSTITUTE OF
53	Apoorva R	4MW15CS012	appu2841997@gmail.com	28-Apr-97	SHRI MADHWA VADIRAJA INSTITUTE OF
54	B K Manoj	4MW15CS114	bkmanoj98@gmail.com	10-May-97	SHRI MADHWA VADIRAJA INSTITUTE OF
55	B M Shikha	4MW15EC014	bmshikha0@gmail.com	15-Aug-97	SHRI MADHWA VADIRAJA INSTITUTE OF
56	Blesswini Swidol Nazareth	4MW15CS016	blesswininazareth6@gmail.com	22-Jun-97	SHRI MADHWA VADIRAJA INSTITUTE OF
57	Chaitra Bhat	4MW15EC018	chaitra.15ec018@sode-edu.in	17-May-98	SHRI MADHWA VADIRAJA INSTITUTE OF
58	Chinmayi Kulkarni	4MW15CS020	chinmayi.15cs020@sode-edu.in	06-Mar-97	SHRI MADHWA VADIRAJA INSTITUTE OF
59	Deepika Deepika	4MW15CS025	deepikaacharyadp@gmail.com	06-May-98	SHRI MADHWA VADIRAJA INSTITUTE OF
60	Divya p Nayak	4MW15CS028	divyamanipal419@gmail.com	27-Jun-97	SHRI MADHWA VADIRAJA INSTITUTE OF
61	Divyashree K Kulal	4MW15CS030	divyashreekk24@gmail.com	24-May-97	SHRI MADHWA VADIRAJA INSTITUTE OF
62	Elveera Jenisha Machado	4MW15CS031	elveeramachado1997@outlook.com	01-Dec-97	SHRI MADHWA VADIRAJA INSTITUTE OF
63	Gleeta Edlene Cornelio	4MW15CS033	Gleetaedlene.15cs033@sode-edu.in	23-Jun-97	SHRI MADHWA VADIRAJA INSTITUTE OF
64	Javins Avin Dsouza	4MW15ME035	javins.15me035@sode-edu.in	12-Jan-97	SHRI MADHWA VADIRAJA INSTITUTE OF
65	K Girish Rao	4MW15EC033	girish.15ec033@sode-edu.in	24-Jun-97	SHRI MADHWA VADIRAJA INSTITUTE OF
66	Mahima Dayananda Ganiga	4MW15CS044	mahimaganiga97@gmail.com	20-May-97	SHRI MADHWA VADIRAJA INSTITUTE OF
67	Mynah Mendonca	4MW15EC044	mynahmendonca7@gmail.com	19-Jun-97	SHRI MADHWA VADIRAJA INSTITUTE OF
68	Navya Shetty	4MW15CS051	navyashetty2911@gmail.com	29-Nov-96	SHRI MADHWA VADIRAJA INSTITUTE OF
69	Navya Nagaraj Vidyavathi Poojary	4MW15CS050	navyanagaraj29@gmail.com	01-Nov-97	SHRI MADHWA VADIRAJA INSTITUTE OF
70	Navya V Pai	4MW15CS052	painayav@gmail.com	14-Sep-97	SHRI MADHWA VADIRAJA INSTITUTE OF
71	Pavan Aithala P N	4MW15EC051	pavanaitthal581@gmail.com	03-Jan-98	SHRI MADHWA VADIRAJA INSTITUTE OF
72	Raksha R	4MW15CS072	Raksha.15cs072@sode-edu.in	08-Nov-96	SHRI MADHWA VADIRAJA INSTITUTE OF
73	Ranjan Ramakantha	4MW15CS073	ranjanbhat9741rb@gmail.com	20-Nov-97	SHRI MADHWA VADIRAJA INSTITUTE OF
74	Sagar Gajanan Aigal	4MW15CS078	sagar.aigal@gmail.com	14-Mar-98	SHRI MADHWA VADIRAJA INSTITUTE OF
75	Shreya U K Rao	4MW15CS091	shreyaudaykumarao123@gmail.com	06-Aug-97	SHRI MADHWA VADIRAJA INSTITUTE OF
76	Shwetha Jogi	4MW15CS094	shwethajogi.15cs094@sode-edu.in	31-May-98	SHRI MADHWA VADIRAJA INSTITUTE OF
77	Sridevi Rao	4MW15CS040	sridevirao.sr79@gmail.com	08-Nov-97	SHRI MADHWA VADIRAJA INSTITUTE OF
78	Suchitha S Kumar	4MW15CS099	suchitha.15cs099@sode-edu.in	03-Feb-97	SHRI MADHWA VADIRAJA INSTITUTE OF
79	Swathi G Poojary	4MW15CS106	swathipoojary174@gmail.com	17-Mar-98	SHRI MADHWA VADIRAJA INSTITUTE OF
80	Swati Shripad Kulkarni	4MW15EC096	swati.15ec096@sode-edu.in	29-Jan-97	SHRI MADHWA VADIRAJA INSTITUTE OF

Note - Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer in case of falsification of data / candidate's not meeting the criteria.

Regards,
Karthik.K.R
Placements coordinator
VTU CPC Bangalore



Date: 17-Sep-18

Ref. No.: RT1/EEI/1819/0115

Ms Apoorva R
D/o Mr. Ramachandra Rao,
Ward No. 22, Girija Nilaya,
K.M. Road, Kadur,
Chickmangaluru - 577 548

Dear Apoorva,

We are delighted to submit to you this offer for appointment as a **Trainee Software Engineer L1 (Band – B)** of our team at Robosoft Technologies Private Limited. This offer letter enlists the principal terms and conditions of this employment offer. You are expected to join on **15-Jul-19**.

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Best Regards,


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Chief Operating Officer

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4) For reference and antecedents' verification:

Contact details of TWO faculties like HOD, Internal Guide or any Sr. teaching faculty.

- i. Name
- ii. Designation
- iii. Email address
- iv. Mobile Phone number



Dr. C K Manjunath <placement@sode-edu.in>

Results: Amazon

1 message

Rashmi Bhandary <placements@sahyadri.edu.in>
 To: "Placement Pool @ Sahyadri" <placementpool@sahyadri.edu.in>

Wed, Apr 17, 2019 at 8:54 AM

Dear All,

Please find below the list of students got shortlisted in the interview process with Amazon for the role of Virtual Customer Service Associate - Mangalore:

First Name	Last Name	Source	Source Name	Email	Mobile Number
Athfin	Ishak	College/University/Trade School	Sahyadri College	athfin97@gmail.com	9591852180
Swathi	Lokesh	College/University/Trade School	Sahyadri College	swathikulal09@gmail.com	9900513096
ANGELINE REEBA	KARKADA	College/University/Trade School	Sahyadri College	angelinereebak@gmail.com	9972929330
RACHANA	RATHANKAR	College/University/Trade School	Sahyadri College	rachanar460@gmail.com	9880616279
Deepthi Shetty	Purushotham	College/University/Trade School	Sahyadri College	deeshetty25@gmail.com	8746846482
Nithin	Thomas	College/University/Trade School	Sahyadri College	nithin.thomas020@gmail.com	9483241020
Dhanush	Mangalore	College/University/Trade School	Sahyadri College	dhanushm1997@gmail.com	9742286761
Nidhi	Rai D	College/University/Trade School	Sahyadri College	ndhr270@gmail.com	9742895768
Akshatha	Bhanudas	College/University/Trade School	Sahyadri College	akshatab25510@gmail.com	8618331058
BHARATH S	SHETTY	College/University/Trade School	Sahyadri College	bharath25shetty@gmail.com	9686242627
ASHWINI KIRAN	BASRITHAYA	College/University/Trade School	Sahyadri College	ashwinikiran97@gmail.com	94822346036
JEVIN MARIA	DCUNHA	College/University/Trade School	Sahyadri College	jevin.d Cunha97@gmail.com	8197951048
Srinidhi	Panambur	College/University/Trade School	Sahyadri College	srinidhipanambur@gmail.com	9481148128
ANKITHA	S DEVADIGA	College/University/Trade School	Sahyadri College	ankithasdev@gmail.com	9742654176
IRAM	KHANUM	College/University/Trade School	Sahyadri College	iramkstarz@gmail.com	8618059687
Rahamath	Fakeerabba	College/University/Trade School	Sahyadri College	rahamath.r7@gmail.com	8970094746
Sri Krishna Prasad	Mittur Sadashiva Bhat	College/University/Trade School	Sahyadri College	krishna.mangalore97.skp@gmail.com	6360867451
Dipavi	Shetty	College/University/Trade School	Sahyadri College	dipavishetty09@gmail.com	8459124799
POOJA	RAJA	College/University/Trade School	Sahyadri College	pooja1maya@gmail.com	8971507032
Kavya	Rajesh	College/University/Trade School	Sahyadri College	kavyarajesh7@gmail.com	8105926516
MUAVIA MOHAMMED	MUQTAR	College/University/Trade School	Sahyadri College	mcube577@gmail.com	7406066393

Regards,

Rashmi Bhandary

On Fri, Apr 5, 2019 at 10:07 AM Rashmi Bhandary <placements@sahyadri.edu.in> wrote:

Dear All,

Amazon final round would be held at Sahyadri on 11th of April 2019 for all the shortlisted students.

Please find attached list of Students shortlisted, kindly circulate it to the students. The students are aware of the results and the college names.

Reporting time: 8:30 am

Venue: Ground Floor Seminar Hall

Regards,

Rashmi Bhandary

On Tue, Apr 2, 2019 at 12:56 PM Rashmi Bhandary <placements@sahyadri.edu.in> wrote:

Dear All,

FYI.

Reporting time : 8 30 am

Regards,

Rashmi Bhandary

On Monday, April 1, 2019, Rashmi Bhandary <placements@sahyadri.edu.in> wrote:

Dear All,

Given below is a brief company profile, interview process, compensation details and attached is the Job Description.

Amazon.com:-

Amazon.com strives to be the Earth's most customer-centric company where people can find and discover virtually anything they want to buy online. By giving customers more of what they want - low prices, vast selection, and convenience Amazon.com continues to grow and evolve as a world-class e-commerce platform. Amazon's evolution from Web site to e-commerce partner to development platform is driven by the spirit of innovation that is part of the company's DNA. The world's brightest technology minds come to Amazon.com to research and develop technology that improves the lives of shoppers and sellers around the world.

Job Profile:-

- **Work From Home:-Customer Service Associate (VCS)**

Interview Process:-

- **Personal Introduction Round**
- **Online Testing-(Overall 3 Online Tests)**
- **Voice Versant Test (Conducted Over a telephone)**

Note: All rounds are elimination rounds

Compensation:-

Salary Range	
Min	Max
158950	174845

Additional Benefits:-

- **Laptop Provided by Amazon**
- **Night Shift Allowance**
- **Zeta Meal Card**
- **Overtime Allowance**
- **Internet Reimbursement**

Note: All benefits, allowances and overtime are paid over and above the CTC mentioned

Regards,

Rashmi Bhandary

On Fri, Mar 29, 2019 at 11:22 AM Rashmi Bhandary <placements@sahyadri.edu.in> wrote:

Dear All,

Amazon will be conducting a pool campus drive on 3rd April 2019 at Sahyadri.

Its open for all branches, no cut off. JD will be shared shortly.

Kindly share the database by 1st of April. Colleges that do not share the database will not be allowed to take the test.

Regards,

Rashmi Bhandary



SMVITM Placement Officer <placement@sode-edu.in>

Campus Interview result

1 message

Yogesh <yogesh@unitedrubber.net>

Thu, May 9, 2019 at 11:37 AM

To: Placement Officer SMVITM <placement@sode-edu.in>

Cc: Vasudeva Shetty <vshetty41956@gmail.com>, Hr URI <hr@unitedrubber.net>, "Prof. Dr. Thirumaleshwara Bhat" <principal@sode-edu.in>, "prashanth@gicmagnetwire.com" <prashanth@gicmagnetwire.com>

Dear Ms. Vidya Bhat

As discussed over phone and whatsapp message on 6.5.19 , we have selected following candidates, Please send us their CV to enable us to send them appointment letters.

1. Mr.Chidanand Hiremath
2. Mr. Latish Shetty
3. Mr. Likhithraj
4. Mr. Sanjay Bhandari
5. Mr. Ashish Prabhu

Thanks and Regards,**Yogesh Panchal****President P & A**

+91 7666495430

**United Rubber Industries (I) Pvt Ltd.**

Phone:+91 - 022 - 28145134/ 5/ 6.

Fax: +91 - 022- 28184614

E-Mail: yogesh@unitedrubber.netWeb: www.unitedrubber.net

Jay Vailankani Industrial Estate, Mira Bhayandar Road, Behind Bharat Gas Godown, Bhayandar (E), Mumbai- 401 105. (India)

From: Placement Officer SMVITM <placement@sode-edu.in>**Sent:** 06 May 2019 11:24**To:** Geet Rai URI <geetrai@unitedrubber.net>**Cc:** Vasudeva Shetty <vshetty41956@gmail.com>; Hr URI <hr@unitedrubber.net>; Yogesh <yogesh@unitedrubber.net>; Prof. Dr.

Dear Ms. AISHWARYA C

Congratulations!

We are happy to invite you to be a member of 'Diya' family,

You have been selected. Your date of joining would be: TBO

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samridhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further formation/clarifications you may need.

Thanks & Regards,

For,



D. EBINEYAR RASA

Shrinivas Bhat

02/04/2014

Senior Manager-Human Resources

Dear MR. NAHUSH S SHETTY

Congratulations!

We are happy to invite you to be a member of 'Diya' family,

You have been selected. Your date of joining would be: TBO

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

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- Pan Card- 3 Copies Signed
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- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

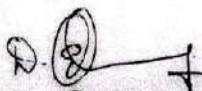
We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further formation/clarifications you may need.

Thanks & Regards,

For,



R. EBINEYAR RASA

Shrinivas Bhat

02/04/2014

Senior Manager-Human Resources

Dear **MS. NEHA KRISHNAMURTHY**

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: **TBD**

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

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- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

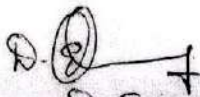
We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards,

For,



D. EBINEYAR RASA

Shrinivas Bhat

02/04/2014

Senior Manager-Human Resources

Dear MS. ADITHI

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: TBD

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

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- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further formation/clarifications you may need.

Thanks & Regards,

For,



D. EBINEZHAR RAJA

Shrinivas Bhat

02/04/2014

Senior Manager-Human Resources

Dear MS. KAVYA KARKERA

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: TBO

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

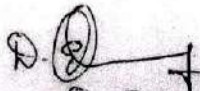
We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further formation/clarifications you may need.

Thanks & Regards,

For,



D. EBINEYAR RASA

Shrinivas Bhat

02/04/2014

Senior Manager-Human Resources

CALL LETTER

Date: 02/05/19

Dear Akebatha

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on 1st week of July 2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java, Manual Testing, SQL & Aptitude.
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb: 7338651653

USN NO

Qspiders BTM, Bangalore

9980600900/9980517008



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Legal Desk...Selected candidate list

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Tue, May 7, 2019 at 8:10 PM

Dear Shrikanth... To share congratulatory message

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

From: **Sachin M R** <sachin.mr@legaldesk.com>

Date: Tue, 7 May 2019, 16:50

Subject: List of candidates

To: <placement@sode-edu.in>, Ananya CS <ananya.cs@legaldesk.com>, Krupesh Bhat <krupesh@legaldesk.com>, Ashok Kadsur <kadsur@legaldesk.com>, Gururaj Shetty <gururaj.shetty@legaldesk.com>

Hi Vidhya,

Greetings from LegalDesk.com!

The following candidates have been selected

1. Subrahmanya K S
2. B K Manoj
3. Swathi A Karkera
4. Abhishek
5. Tania Aroza
6. Akshata
7. Shalini Timmanna Bhat

Fresh hires will be under training for a period of 2 months.

The assessment will be conducted post their training to give a confirmation letter of their employment.

CTC confirmation & training details will be shared soon.

Regards



Sachin M R
Associate HR Executive - HR
080-46682650 | +91- 7676307527
sachin.mr@legaldesk.com | www.legaldesk.com
#95, 4th Main Road, Malleshwaram, Bangalore-03



Utilize our product to sign documents electronically at SignDesk.com



5/8/2019

Shri Sode Vadiraja Mutt Education Trust Mail - Legal Desk...Selected candidate list

IMPORTANT: The contents of this email and any attachments are confidential. They are intended for the named recipient(s) only. If you have received this email by mistake, please notify the sender immediately and do not disclose the contents to anyone or make copies thereof.



Company Profile.pdf

1264K



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Fwd: Letter of Intent - Avani Upadhya - Ref. No.: 8443230

1 message

Avani Upadhya <avani.upadhya97@gmail.com>
 To: placement@sode-edu.in, mithanthaya.office@sode-edu.in

Thu, Dec 13, 2018 at 3:45 PM

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

From: <careers@wipro.com>
 Date: 10 Dec 2018 11:44 am
 Subject: Letter of Intent - Avani Upadhya - Ref. No.: 8443230
 To: <avani.upadhya97@gmail.com>
 Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

December 10, 2018

Dear Avani Upadhya,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**

Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



Date: 17-Sep-18

Ref. No.: RT1/EEl/1819/0114

Ms Blesswini Swidol Nazareth
D/o Mr. Baptist Nazareth,
#1-62, Nazareth Villa, Near Mahalingeshwara Temple,
108 Kalathur Village,
Udupi, Karnataka - 574 106

Dear Blesswini,

We are delighted to submit to you this offer for appointment as a **Trainee Software Engineer L1 (Band – B)** of our team at Robosoft Technologies Private Limited. This offer letter enlists the principal terms and conditions of this employment offer. You are expected to join on **15-Jul-19**.

Under the terms of this offer:

You shall be on probation for a period of six months from the date of joining. Subject to satisfactory performance, the Company will confirm your position at the end of the probation period. However, the Company reserves the rights to further extend your probation for a maximum of another six (6) months, if required

Your remuneration on a cost-to-company basis (inclusive of benefits such as the Company's contribution to Provident Fund, Gratuity, Variable Pay etc.) as discussed with you is provided in Annexure-I.

The Company reserves the right to change the position for which you are being hired and/or your duties. Your initial place of work shall be the Company's office situated at **Udupi**, but you may be required to work in any other place as decided by the Company.

Your employment with the Company will be subject to (i) all terms and conditions which will be detailed in the letter of appointment, which will be issued to you on your date of joining the Company or earlier once you have accepted this offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's letter of appointment as a condition of your employment on the day of joining as well as a separate Non-Disclosure Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers, if any. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

This offer of employment is subject to the following conditions:

- a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;

Page No. 1

Robosoft Technologies Pvt. Ltd.

- b. The Company obtaining a satisfactory feedback from the reference checks carried out by it and/or background verification conducted through an external agency; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

This offer is also subject to your successful completion of all the curricular requirements laid down by the University/ Institution for award of the degree. You are expected to maintain high academic standards in your qualifying degree as was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cutoff specified to qualify for our written test.


This offer letter is also subject to your executing a Service Agreement for 36 months, in the prescribed proforma with our Company. A copy of the said proforma is available with our HR personnel for your review.

We look forward to you becoming a part of the Company. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **20-Sep-18** after which time this offer will be considered to have been withdrawn by the Company without further notice to you.

On the date of joining, you are expected to produce a set of documents as mentioned in Annexure-II

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Best Regards,


Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature]

[Name]

[Date]

ANNEXURE - I

Your Compensation Package, on CTC (Cost to Company) basis, shall be Rs. 325,000, per annum, as detailed below:

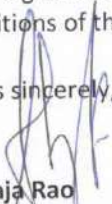
Sl No.	Component	Amount in Rupees per annum	Description
1	Basic Salary	97,500	Paid monthly
2	House Rent Allowance	39,000	Paid monthly
3	Conveyance Allowance	19,200	Paid monthly
4	Medical Re-imbusement	15,000	Paid monthly
5	Food & Refreshments	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	8,125	Paid monthly
7	Other Allowance	77,488	Paid monthly
	Annual Gross Salary (Total of components 1 to 7)	268,313	
8	Provident Fund (Employer's Contribution)	11,700	Employer's contribution, paid monthly
9	Medical Insurance Premium	7,800	Paid directly by the Company
10	Gratuity	4,688	Paid directly by the Company
	Total Fixed	292,500	
	Variable Pay	32,500	Paid at the end of the year based on Individual performance
	Total CTC per annum	325,000	

Group Medical insurance coverage is Rs. 3,00,000 per annum.

Statutory deductions at applicable rates, towards EPF, Professional Tax, Income Tax and any other taxes as applicable shall be effected from the monthly gross salary.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,


Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature]

[Name]

[Date]

Annex II

List of documents to be brought on the date of joining

1) Identity & Address Proof:

- a. PAN Card
- b. Aadhaar Card
- c. Passport
- d. Voter ID card or Driving License or Ration Card

Two sets of photo-copies of the above documents required

2) Academic Records:

- a. Bachelor's Degree Certificate + Final Mark List
- b. 12th Standard/PUC Mark List
- c. 10th Standard Mark List
- d. PG Degree/Diploma / Any other relevant Degree Certificate + Final Mark List (if applicable)

One set of photo-copies of all the above documents in Sl 2

3) 10 Passport size + 1 Stamp Size Photos

4) For reference and antecedents' verification:

Contact details of TWO faculties like HOD, Internal Guide or any Sr. teaching faculty.

- i. Name
- ii. Designation
- iii. Email address
- iv. Mobile Phone number

Ref ID: PFSDS/B001/203/22112018

Date: November 22th, 2018

Dear Chaithanya Padmashali,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

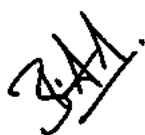
Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client’s behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the ‘Terms of Admission’ attached herewith. You are required to read the ‘Terms of Admission’ and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the ‘Terms of Admission’. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed ‘Acceptance Note’ within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as “Company”) are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Software Development Specialist Program.
- b. The program is being offered at our Bangalore campus.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. You will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore
- b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.
- c. You are required to carry out all exercises, assignments and assessments listed in our LMS and successful completion of this program is mandatory to join our on-campus program.
- d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

Batch 1 – 10th June 2019

Batch 2 – 24th June 2019

Batch 3 – 8th July 2019

Batch 4 – 22nd July 2019

Batch 5 – 12th August 2019

Batch 6 – 26th August 2019

- e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.
- f. The program is a full-time program of two months. The on-campus component of the program requires you to be at our campus during working hours. You are expected to invest up to 8 hours each day during the 2 month (60 working days) on-campus part of the program. By signing and delivering the Acceptance Note, you confirm that you are participating in the program as a candidate and that any training undertaken by you at the campus or any work location as part of the program shall not be considered as employment, or apprenticeship, or any other similar activity. Any intellectual property you may create, use, get to know about, etc., during the program shall belong to the Company, and you shall be required to assist the Company with any documentation which may be required to perfect its title in such intellectual property if the same is insisted by the Company.
- g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.
- h. To successfully complete the program, admitted candidates:
 1. Should not have any back-log/arrears in college at the time of joining the training program.

2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.
 3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.
 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).
 5. Successfully complete the external certification requirements as defined by the Company. In case the students do not pass the external certification requirements in the first attempt, student will have to re-take and pass the external certification examinations, at their own cost.
 6. Mark sheets / Academic documents that are provided later will be accepted strictly upon being verified and cross checked only. Background verification will also be done basis client request.
- i. Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. The criteria shall be defined by the faculty and may be modified from time to time at the sole discretion of the Company.
 - j. On successful completion of all components of the program, candidates will be given a 'PathFront Software Development Specialist'.
 - k. Candidates who receive the 'PathFront Software Development Specialist' shall become eligible for admission into the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including mail / chat support, online access to learning material, career counseling & guidance and discounted certification vouchers.
 - l. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

4. Program Fees & Other Payments

a. Program Fees

1. The fee for the PathFront Software Development Specialist is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only]. [Exclusive of GST]
2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:

- i. A one-time payment for the remaining amount within 15 days from the date of joining the program.
 - ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:
 - a. PAN
 - b. AADHAR
 - c. Last 6 months' bank statement
 - d. Document proof – Employment / Business
 - e. Cheque leaves as a part of collateral document
3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:
- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.
 - ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
2. Food & High tea will be provided for entire 60 Days

5. Course Requirements

You are required to bring a laptop with the following configuration or higher than the one mentioned below during on boarding:

- a. Intel Core i3 processor 4th generation
- b. 8 GB RAM (Recommended) or at least 4 GB RAM (Minimum)
- c. 300 GB or more Hard Disk Drive
- d. 14" Display Monitor
- e. DVDRW (Optional)
- f. Wi-Fi / Webcam (default feature)
- g. One or more year(s) onsite warranty
- h. Windows 8.1 Professional edition operating system - (Genuine version)
- i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to ramesh@pathfront.in

6. Documentation validation and Admission Confirmation

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
- d. 5 Passport Size Photographs of Self
- e. 3 Photographs of (Father/ Mother/Guardian)
- f. Copy of the passport [First & Last Page] / applied status is a compulsory requisite to be provided.

7. Employment Opportunities after successful Program completion

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to the candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

8. Financing Options

Self-Payment or flexi pay options available.

9. Cancellation and Withdrawal of Admission

The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:

1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by

you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

12. Confirmation of Bonafide Participation

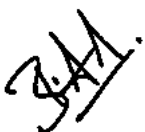
By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

13. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP.

Student Signature

Student Name



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Fwd: Letter of Intent - Chaithra K Pai - Ref. No.: 8518316

1 message

Chaithra Pai <chaithrapai@gmail.com>

Thu, Dec 13, 2018 at 10:36 AM

To: SMVITM Placement Officer <placement@sode-edu.in>, mithanthaya.office@sode-edu.in

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

From: <careers@wipro.com>

Date: Mon 10 Dec, 2018, 11:01 AM

Subject: Letter of Intent - Chaithra K Pai - Ref. No.: 8518316

To: <chaithrapai@gmail.com>

Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

December 10, 2018

Dear Chaithra K Pai,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. **WARNING:** Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Fwd: Letter of Intent - Daneena Deeksha Dsouza - Ref. No.: 8397773

1 message

Daneena Dsouza <daneenadsouza97@gmail.com>
 To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Thu, Dec 13, 2018 at 10:50 AM

From: careers@wipro.com <careers@wipro.com>
Sent: Monday, December 10, 2018 11:52:09 AM
To: daneenadsouza97@gmail.com
Cc: manager.campus@wipro.com
Subject: Letter of Intent - Daneena Deeksha Dsouza - Ref. No.: 8397773

Campus - Letter Of Intent

December 10, 2018

Dear Daneena Deeksha Dsouza,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. **WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.** www.wipro.com

SLK Software Services Pvt. Ltd.,

SLK Green Park, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower A,
Amin Properties LLP SEZ, Sy No 19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India
T - 81 80 4180 5721 / 6690 4721. F +91 80 4050 1921



Date: 8th SEPTEMBER, 2018

Private and Confidential

Dear DHANUSHREE

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____

Date: 14/09/18

Candidate Name DHANUSHREE

Regd. Office: SLK Software Services Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,
Bengaluru - 560 064, India. T+91 - 80 4180 5721 / F +91 80 4050 1921



Aradhya's Brilliance Centre

for java & testing
.....Leaders in Technology Training

Ref.

Date 19/03/19.....

Subject: Offer

Dear DIVYASHREE :

Congratulations on getting selected to ABC group. On behalf of ABC group, we are pleased to offer you the position of "ABC Trainee". You are informed to join the training at ABC group as a member of CSR batch commencing from **JUNE/JULY -2019**.

The duration of the training would be 100 days and you will be trained on "**ABC's UNIFIED COURSE**".

You would be eligible to attend all the ABC placement drives that you are eligible for during the course and continue to attend the drives even after course completion up to **June 2021**. There would not be any limitations enforced on the number of drives you can attend until you get placed.

This offer would be valid if you are reporting specified date, time and venue which will be sent via mail in the month of May -2019

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter.



I accept this offer described above under the terms and conditions set forth in this offer.

NAME DIVYASHREE

USN 4MP15C3029

Date 19/03/19

Student Signature

VIJAYANAGAR : No. 1133/B, 1st & 2nd Floor, 30 Ft. Service Road, Hampinagar, Vijayanagar, Bangalore - 560 040. Karnataka. INDIA.
(Head Office) (Opp. to Bunt's Sangh & Attiguppe Metro Station, Adjacent to Sharavathi Nursing Home. Phone : +91 96200 20502

BTM LAYOUT : No. 73, 2nd & 3rd Floor, Bank Officers / Officials Colony, HBCS, BTM Layout, Bangalore. Phone : +91 96200 20802

OLD AIRPORT ROAD : No. 29, 4th Floor, Old Airport Road, Diagonally Opp. Kemp Fort (Shiva Temple), Adjacent to Maruti Suzuki Showroom. Kodihalli, Bangalore - 560 008. Karnataka. INDIA. Phone : +91 96208 81666

website : www.abcforjava.org Facebook : ABC for Java and Testing



SMVITM Placement Officer <placement@sode-edu.in>

Wipro selection list

1 message

VTU Placement <vtuplacement2018@gmail.com>
To: placement@sode-edu.in

Wed, Feb 6, 2019 at 5:30 PM

Regards,
Karthik.K.R
Placements coordinator
VTU CPC Bangalore

 **swit vidhya .xls**
19K

S No	Resume No.	Region	Candidate Name
673	8260916	KAR	Megha S Samaga
674	8267387	KAR	H Anusha Prabhu
675	8384159	KAR	Swathi G Poojary
676	8397773	KAR	Daneena Deeksha Dsouza
677	8431587	KAR	Pooja K R
678	8493685	KAR	Sahana Udupa
679	8443230	KAR	Avani Upadhya
680	8405446	KAR	Jenisia Dsouza
681	8518316	KAR	Chaithra K Pai

Candidate College	Graduation Degree
Shri Madhwa Vadiraja Institute of Technology and Management	BE / BTechBECSE
SHRI MADHWA VADIRAJA INSTITUTE OF TECHNOLOGY AND MANAGEMENT	BE / BTechBECSE
Shri Madhwa Vadiraja Institute of Technology and Management	BE / BTechBECSE
Shri Madhwa Vadiraja Institute Of Technology and Management	BE / BTechBECSE
Shri Madhwa Vadiraja institute of technology and management	BE / BTechBEECE
Shri Madhwa Vadiraja Institute of Technology and Management	BE / BTechBECSE
SHRI MADHWA VADIRAJA INSTITUTE OF TECHNOLOGY AND MANAGEMENT	BE / BTechBECSE
Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal	BE / BTechBECSE
Shri Madhwa Vadiraja Institute of Technology and Management,Bantakal	BE / BTechBECSE



Dr. C K Manjunath <placement@sode-edu.in>

Results of Juego Studios

2 messages

Placement Cell <placement@vcetputtur.ac.in>
To: placement.sdit@gmail.com, placement@sode-edu.in

Fri, Oct 26, 2018 at 3:10 PM

Dear All,

Please find below the results of Juego Studios (Campus recruitment at VCET Puttur)

With warm regards,

Mr. Guyton Lobo
Training and Placement
Vivekananda College of Engineering & Technology
Puttur [Karnataka]
Email: placement@vcetputtur.ac.in
Mobile: +919482130634
www.vcetputtur.ac.in

"We are what we repeatedly do. Excellence then is not an act but a habit." – Aristotle

--- Original message follows ---

Subject: Juego Studios - selected candidates from VCET drive
To: placement@vcetputtur.ac.in
Date: 26-10-2018 14:10

Hi,

I am glad to inform that below candidates has been selected.

Pratheek	Rao K R	4vp15cs057
Haripriya	Aithal	4mw15cs035
Sumanth	Kumar	4sh15cs069

Juego Studio Private Limited

Bangalore | Miami | London | Dubai

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 [Please consider the environment before printing this e-mail](#)

SDIT Placement Cell <placement.sdit@gmail.com>
To: Placement Cell <placement@vcetputtur.ac.in>
Cc: "Shri Madhwa Vadiraja Institute of Technology and Management(SMVITM), Bantakal.Venugopala Rao A.S."
<placement@sode-edu.in>

Sat, Oct 27, 2018 at 5:08 AM

Thanks a lot. sir

Thanks and Regards

Prof. Nethravathi P.S
Training and Placement Head
email: psnethrvathi@gmail.com
contact no : 9964281709

[Quoted text hidden]

Ref ID: PFSDS/B001/206/22112018

Date: November 22th, 2018

Dear Harshitha Ballal,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client's behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the 'Terms of Admission' attached herewith. You are required to read the 'Terms of Admission' and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the 'Terms of Admission'. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed 'Acceptance Note' within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as "Company") are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Software Development Specialist Program.
- b. The program is being offered at our Bangalore campus.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. You will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore
- b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.
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- d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

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Batch 3 – 8th July 2019

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Batch 5 – 12th August 2019

Batch 6 – 26th August 2019

- e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.
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- g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.
- h. To successfully complete the program, admitted candidates:
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2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.
 3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.
 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).
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3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

4. Program Fees & Other Payments

a. Program Fees

1. The fee for the PathFront Software Development Specialist is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only]. [Exclusive of GST]
2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:

- i. A one-time payment for the remaining amount within 15 days from the date of joining the program.
 - ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:
 - a. PAN
 - b. AADHAR
 - c. Last 6 months' bank statement
 - d. Document proof – Employment / Business
 - e. Cheque leaves as a part of collateral document
3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:
- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.
 - ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
2. Food & High tea will be provided for entire 60 Days

5. Course Requirements

You are required to bring a laptop with the following configuration or higher than the one mentioned below during on boarding:

- a. Intel Core i3 processor 4th generation
- b. 8 GB RAM (Recommended) or at least 4 GB RAM (Minimum)
- c. 300 GB or more Hard Disk Drive
- d. 14" Display Monitor
- e. DVDRW (Optional)
- f. Wi-Fi / Webcam (default feature)
- g. One or more year(s) onsite warranty
- h. Windows 8.1 Professional edition operating system - (Genuine version)
- i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to ramesh@pathfront.in

6. Documentation validation and Admission Confirmation

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
- d. 5 Passport Size Photographs of Self
- e. 3 Photographs of (Father/ Mother/Guardian)
- f. Copy of the passport [First & Last Page] / applied status is a compulsory requisite to be provided.

7. Employment Opportunities after successful Program completion

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to the candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

8. Financing Options

Self-Payment or flexi pay options available.

9. Cancellation and Withdrawal of Admission

The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:

1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by

you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

12. Confirmation of Bonafide Participation

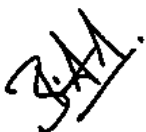
By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

13. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP.

Student Signature

Student Name



HRD/3T/19-20/13085092

Ms. Sridevi Rao K
Candidate ID: 13085092
D/O K.Shantharama.Rao, Hosala Village,
Barkur Post
Udupi - 576210
Karnataka
India
Ph: (91) 81971 63833

July 09, 2019

Dear Sridevi,

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

Digitally signed by RICHARD LOBO
Date: 2019.07.09 04:02:44 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/13085092

July 09, 2019

Ms. Sridevi Rao K
Candidate ID: 13085092
D/O K.Shantharama.Rao, Hosala Village,
Barkur Post
Udupi - 576210
Karnataka
India
Ph: (91) 81971 63833

Dear Sridevi,

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 **February 17, 2020**.

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

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

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

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20____

Sign your name

_____ _____
Print your name Location

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

ANNEXURE - I
(Compensation during the Training Period)

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (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

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Sridevi Rao K
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 (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an 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)	12,000 (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				





Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Fwd: Agent Appointment Letter

3 messages

KAVYA SHETTY CSE <kavya.15cs41@sode-edu.in>
To: mithanthaya.office@sode-edu.in

Fri, Mar 29, 2019 at 6:39 PM

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

From: "pawan shetty" <kavyashetty2911@gmail.com>
Date: Mar 29, 2019 18:34
Subject: Fwd: Agent Appointment Letter
To: <kavya.15cs41@sode-edu.in>
Cc:

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

From: "pawan shetty" <kavyashetty2911@gmail.com>
Date: Mar 29, 2019 18:26
Subject: Fwd: Agent Appointment Letter
To: "navya shetty" <navyashetty2911@gmail.com>
Cc:

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

From: <cshehelpdesk4@idbifederal.com>
Date: Mar 28, 2019 16:49
Subject: Agent Appointment Letter
To: <KAVYASHETTY2911@gmail.com>
Cc: <Channel.Support@idbifederal.com>

28 Mar, 2019

KAVYA SHETTY
2-2-11 E
KRISHNA ANUGRAHA OPP MANJUNATHA EYE CARE ROAD
NEAR HMT SRIRIBEEDU
BANNAJE
Karnataka
India
Pincode:576101
Contact no:8660700712
Advisor Code: 1000145003
Branch:1091 -Udupi**Re: Your appointment as Wealthsurance® Advisor of IDBI Federal Life Insurance Co. Ltd. (the Company)**

Dear KAVYA SHETTY,

This is in furtherance to your successful completion of the requirements mandated by the Insurance Regulatory and Development Authority of India (IRDAI) to act as an insurance agent.

The Company is glad to appoint you as a '**Wealthsurance® Advisor**' to solicit and procure life insurance business. Your appointment shall be with effect from 28 Mar, 2019 and is subject to the terms and conditions prescribed herein and the additional conditions specifically mentioned in Annexure A, which may be modified by the Company from time to time.Your **Wealthsurance® Advisor** Code No is 1000145003. Kindly mention this code number in all your future correspondences.

You will be reporting to Sujatha Shettigar Agency Leader . The Company reserves the right to change your reporting from

4/8/2019

Shri Sode Vadiraja Mutt Education Trust Mail - Fwd: Agent Appointment Letter

Thank you

[Quoted text hidden]

Dear **MS. MEGHANA H PRABHU**

Congratulations!

We are happy to invite you to be a member of 'Diya' family,

You have been selected. Your date of joining would be: **TBD**

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

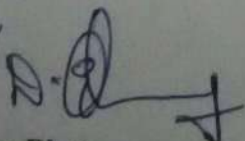
We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards,

For,

 **D. EBINEZAR PATIL**

Shrinivas Bhat

02/04/2019.

Senior Manager-Human Resources

Dear MR. NAHUSH S SHETTY

Congratulations!

We are happy to invite you to be a member of 'Diya' family,

You have been selected. Your date of joining would be: TBO

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

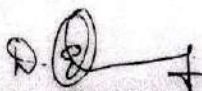
We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samridhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards,

For,



D. EBINAYAR RAJA

Shrinivas Bhat

02/04/2014

Senior Manager-Human Resources

Dear **MS. NEHA KRISHNAMURTHY**

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: **TBD**

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

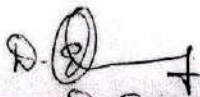
We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards,

For,



D. EBINEYAR RASA

Shrinivas Bhat

02/04/2014

Senior Manager-Human Resources

Prueba India Software Pvt Ltd

Indo-Australian Joint Venture

Letter of Appointment

Date: 16th June 2019

To,

**Nikhitha Jayakar,
3-81A9 "Rachitha",
5th, Nayampalli Cross,
Santhekatte Post, Udupi District ,
Karnataka 576105**

Employee Code: SE09

Dear Nikhitha J,

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization as **Software Engineer**. As agreed, your starting date is **16th Jul 2019** and you'll be based in our office at the following address.

4th Floor
Pragathi Business District
Reliance Trends Building
Udupi - Manipal Road
Manipal

You will be on probation period for three months. Your transition from probationer to permanent will be based on your appraisal at the end of the period of probationer.

You are required to agree to the special terms and conditions as described in Annexure - A1.

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

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

Employment as per this offer is subject to your being medically fit.

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

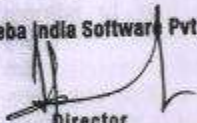
We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming a leading Boutique Consultancy. We assure you of our support for your professional development and growth.

If you intend to accept this offer, please confirm your understanding and acceptance of these arrangements by signing both copies of this letter and returning one copy to Prueba in the next seven days.

We look forward to welcoming you to Prueba.

For Prueba India Software Pvt Ltd,

For Prueba India Software Pvt. Ltd.



Director

AUTHORIZED SIGNATORY

Your attention is drawn to the Annexure A1, A, and B.

I, Nikhitha J, accept the above terms of employment.

Nikhitha

Signature

17/06/2019

Date

Encl.: As above

Annexure – A1

1. The company follows a holding policy for this role under which the company will retain Rs 5,000/- per month of your CTC for the first three years of your employment with us. The summed up amount of Rs 1,80,000/- will be held with the company and will be paid back to the employee as a retention bonus upon successful completion of three years' of employment with the company.
2. If you decide to resign from the company before completion of three years' you forfeit the holding amount and no claim whatsoever will be entertained in this regard.
3. In the event that you decide to leave the company before a period of three years the following shall apply as is the case: -
You will be required to give at least three months' notice of resignation to the company or pay to the company one month's salary in lieu of the notice. You will also forfeit the amount in holding with the company.
4. In case other than the above you will be required to give at least three months' notice of resignation to the company or pay to the company one month's salary in lieu of the notice.
5. The company will provide you extensive probationer during the first three months of your employment with us and expects you to return the investment made on this training in the form of personal value addition to the company. The training materials provided to you are property of the company and confidential information. Carrying the materials outside the company or disclosing them to any one other than employees of the company is a breach of trust and will result in immediate forfeiture of the holding amount and termination of employment without notice.
6. Spreading rumors, soliciting employees of the company for outside employment or coercing coworkers to leave the company is strictly prohibited and frowned upon. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.

Please indicate your understanding and acceptance of the above terms and conditions by signing in the space provided below.

I accept.

Nikhitha

Nikhitha J, 17/06/2019

(Signature, name & date)

Annexure – A

Total CTC: Rs 3,25,000 Per Annum

Cost to company (CTC) is the total amount Prueba India Software Pvt Ltd spends on an employee during one year. This includes Basic Pay, HRA, Transport Allowance, Medical Allowance, EPF, ESI and all other additional benefits an employee receives during the service period.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

3. Working Hours:

The regular working hours of the company are full time five days (40 hours) a week basis excluding 30 minutes for lunch break and 15 minutes for tea break.

4. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

5. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training programme without any extraneous circumstances would lead to automatic termination of your employment.

6. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

7. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

8. Restrain:

i. Access to Information:

Information is available on need to know basis for specific groups and the network file server of the company is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.

ii. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use.

9. Leave:

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company. Three days advance intimation is required to be given for availing leave. In the event of a sick leave you will be required to furnish a doctor's certificate for the period of leave. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

10. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, disabling all working stations, floppy disk drives and companywide awareness about the need for protection of intellectual property and sensitive customer information.

11. Termination of Service:

i. Either party can terminate this employment by serving a notice of three month on the other, save and accept that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.

- ii. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you loose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.
- iii. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

12. Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

13. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a latter date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

SMVITM - Selected students list 2019 batch

Narthan Poovanna <narthan@ethnus.com>

Mon, Jul 8, 2019 at 6:22 PM

To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Thank You for sending the mail.

Thanks and Regards,



Narthan Poovanna M J | HR Executive

HR & Training

Ethnus - Bangalore | www.ethnus.com

Mobile: +91 8296968012



Our Partners



Top 100 Technology Startups at Elevate 100 | Empaneled by Ministry of Human Resource Development

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On Mon, Jul 8, 2019 at 5:53 PM Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in> wrote:

Dear Sir,

PFB SMVITM - Selected students list 2019 batch by ETHNUS request you to share the offer letter at the earliest

STUDENT NAME	BRANCH	DESIGNATION	EMAIL (College)	EMAIL	MOB
AISHWARYA C	CSE	TYRO Academician	aishwarya.15cs001@sode-edu.in	aishuhani948@gmail.com	7026480849
NOOTANA GOVIND HEBBAR	CSE	TYRO Academician	nootanagovind.15cs059@sode-	hebbarnootan06@gmail.com	8277489368

			edu.in		
DEEPA	ECE	TYRO Academician	deepa.15ec023@sode-edu.in	medeepa98@gmail.com	9740813298
SAMPATH S SHETTY	ECE	TYRO Academician	sampath.15ec076@sode-edu.in	sampathsshetty23@gmail.com	9481980753
GAUTHAM V SHRIYAN	MECH	TYRO Academician	gautham.15me027@sode-edu.in	gauthamvpadubidri@gmail.com	7899867103

With Regards,

Shrikantha Mithanthaya

Office Assistant
Training & Placement Department
Shri Madhwa Vadiraja Institute of Technology and Management
Vishwothama Nagar, Bantakal, Udupi, Karnataka.

Off Tel: 0820-2589182

E- mail: mithanthaya.office@sode-edu.in



SMVITM Placement Officer <placement@sode-edu.in>

Re: Mphasis - Letter Of Intent!!

2 messages

Pavithra K <pavithrakota98@gmail.com>

Fri, Nov 30, 2018 at 2:39 PM

To: campushires@mphasis.com

Cc: Shraddha.Hande@mphasis.com, shambhavi.k@mphasis.com, placement@sode-edu.in

Dear Sir/Madam,

Thank you for your Letter Of Intent. I accept.

Considering the conditions mentioned, I look forward to your Offer letter in the future.

Yours sincerely,

Pavithra

On Nov 29, 2018 7:52 PM, "Mphasis - Campus Hiring" <campushires@mphasis.com> wrote:

Ref.No- **MPHTH2019-0746**

Dear Pavithra K,

College Name : **Shri Madhwa Vadiraja Institute of Technology & Management, Udupi**

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 for the first 6 months at a CTC of **INR 1,80,000 per annum**. You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000**.

- 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 employee.

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

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

Your joining date will be communicated after you clear the above conditions.

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

- a. PAN card

- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

swastika sanil <swastikasanil@gmail.com>

Fri, Nov 30, 2018 at 2:39 PM

To: campushires@mphasis.com

Cc: Shraddha.Hande@mphasis.com, shambhavi.k@mphasis.com, placement@sode-edu.in

Dear sir/madam,

Thank you for your Letter of Intent. I accept.

Considering the conditions mentioned, I look forward to your offer letter in the future.

Yours sincerely,
Swastika S Sanil

On Thu, Nov 29, 2018, 19:51 Mphasis - Campus Hiring <campushires@mphasis.com> wrote:

Ref.No- **MPH2019-0745**

Dear Swastika S Sanil,

College Name : **Shri Madhwa Vadiraja Institute of Technology & Management, Udupi**

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 for the first 6 months at a CTC of **INR 1,80,000 per annum**. You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000**.
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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:

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Thanks and Regards

Mphasis – Campus Team

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Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Mindtree: Offer Letter

1 message

Placement Officer **SMVITM** <placement@sode-edu.in>
 To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Thu, Feb 28, 2019 at 9:14 AM

Pls share the congratulatory mail with all
Good Wishes,

Vidya Bhat
 Training & Placement Officer
 +91 9481032207 / +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
 Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra
 This year believe in yourself
 and achieve everything you deserve!

----- Forwarded message -----
 From: **Pragathi BaiRY** <pragathi.bairy20@gmail.com>
 Date: Wed, Feb 27, 2019 at 6:05 PM
 Subject: Fwd: Mindtree Offer Letter
 To: SMVITM Placement Officer <placement@sode-edu.in>

----- Forwarded message -----
 From: <Campus@mindtree.com>
 Date: Wed, Feb 27, 2019 at 5:20 PM
 Subject: Mindtree Offer Letter
 To: <PRAGATHI.BAIRY20@gmail.com>



Dear Pragathi M K,

Mindtree strives to be a leader in using digital technologies in everything we do, and this helps us in building a sustainable business. In this regard, please find attached your offer letter. This takes us to the next level of digital evolution in making a paperless office by implementing digital signature. As a next step, you should be digitally accepting this offer letter for your candidature with Mindtree to be processed further and completing your on-boarding activity.

Wishing you all the very best! Welcome to possible!

Please click [here](#) to view and sign the offer letter

Regards,
Mindtree Talent Acquisition



<http://www.mindtree.com/email/disclaimer.html>



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Mindtree: Offer Letter

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Thu, Feb 28, 2019 at 9:14 AM

Pls share the congratulatory mail with all
Good Wishes,

Vidya Bhat
Training & Placement Officer
+91 9481032207 / +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [0] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra
This year believe in yourself
and achieve everything you deserve!

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Date: Wed, Feb 27, 2019 at 6:05 PM
Subject: Fwd: Mindtree Offer Letter
To: SMVITM Placement Officer <placement@sode-edu.in>

----- Forwarded message -----
From: <Campus@mindtree.com>
Date: Wed, Feb 27, 2019 at 5:20 PM
Subject: Mindtree Offer Letter
To: <PRAGATHI.BAIRY20@gmail.com>



Dear Pragathi M K,

Mindtree strives to be a leader in using digital technologies in everything we do, and this helps us in building a sustainable business. In this regard, please find attached your offer letter. This takes us to the next level of digital evolution in making a paperless office by implementing digital signature. As a next step, you should be digitally accepting this offer letter for your candidature with Mindtree to be processed further and completing your on-boarding activity.

Wishing you all the very best! Welcome to possible!

Please click [here](#) to view and sign the offer letter

Regards,
Mindtree Talent Acquisition



<http://www.mindtree.com/email/disclaimer.html>

Ref ID: PFSDS/B001/212/22112018

Date: November 22th, 2018

Dear Prajna,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

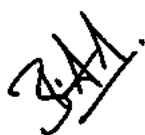
Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client's behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the 'Terms of Admission' attached herewith. You are required to read the 'Terms of Admission' and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the 'Terms of Admission'. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed 'Acceptance Note' within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as “Company”) are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Software Development Specialist Program.
- b. The program is being offered at our Bangalore campus.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. You will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore
- b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.
- c. You are required to carry out all exercises, assignments and assessments listed in our LMS and successful completion of this program is mandatory to join our on-campus program.
- d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

Batch 1 – 10th June 2019

Batch 2 – 24th June 2019

Batch 3 – 8th July 2019

Batch 4 – 22nd July 2019

Batch 5 – 12th August 2019

Batch 6 – 26th August 2019

- e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.
- f. The program is a full-time program of two months. The on-campus component of the program requires you to be at our campus during working hours. You are expected to invest up to 8 hours each day during the 2 month (60 working days) on-campus part of the program. By signing and delivering the Acceptance Note, you confirm that you are participating in the program as a candidate and that any training undertaken by you at the campus or any work location as part of the program shall not be considered as employment, or apprenticeship, or any other similar activity. Any intellectual property you may create, use, get to know about, etc., during the program shall belong to the Company, and you shall be required to assist the Company with any documentation which may be required to perfect its title in such intellectual property if the same is insisted by the Company.
- g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.
- h. To successfully complete the program, admitted candidates:
 1. Should not have any back-log/arrears in college at the time of joining the training program.

2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.
 3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.
 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).
 5. Successfully complete the external certification requirements as defined by the Company. In case the students do not pass the external certification requirements in the first attempt, student will have to re-take and pass the external certification examinations, at their own cost.
 6. Mark sheets / Academic documents that are provided later will be accepted strictly upon being verified and cross checked only. Background verification will also be done basis client request.
- i. Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. The criteria shall be defined by the faculty and may be modified from time to time at the sole discretion of the Company.
 - j. On successful completion of all components of the program, candidates will be given a 'PathFront Software Development Specialist'.
 - k. Candidates who receive the 'PathFront Software Development Specialist' shall become eligible for admission into the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including mail / chat support, online access to learning material, career counseling & guidance and discounted certification vouchers.
 - l. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

4. Program Fees & Other Payments

a. Program Fees

1. The fee for the PathFront Software Development Specialist is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only]. [Exclusive of GST]
2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:

- i. A one-time payment for the remaining amount within 15 days from the date of joining the program.
 - ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:
 - a. PAN
 - b. AADHAR
 - c. Last 6 months' bank statement
 - d. Document proof – Employment / Business
 - e. Cheque leaves as a part of collateral document
3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:
- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.
 - ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
2. Food & High tea will be provided for entire 60 Days

5. Course Requirements

You are required to bring a laptop with the following configuration or higher than the one mentioned below during on boarding:

- a. Intel Core i3 processor 4th generation
- b. 8 GB RAM (Recommended) or at least 4 GB RAM (Minimum)
- c. 300 GB or more Hard Disk Drive
- d. 14" Display Monitor
- e. DVDRW (Optional)
- f. Wi-Fi / Webcam (default feature)
- g. One or more year(s) onsite warranty
- h. Windows 8.1 Professional edition operating system - (Genuine version)
- i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to ramesh@pathfront.in

6. Documentation validation and Admission Confirmation

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
- d. 5 Passport Size Photographs of Self
- e. 3 Photographs of (Father/ Mother/Guardian)
- f. Copy of the passport [First & Last Page] / applied status is a compulsory requisite to be provided.

7. Employment Opportunities after successful Program completion

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to the candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

8. Financing Options

Self-Payment or flexi pay options available.

9. Cancellation and Withdrawal of Admission

The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:

1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by

you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

12. Confirmation of Bonafide Participation

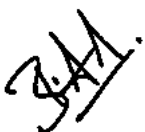
By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

13. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP.

Student Signature

Student Name



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Fwd: Official Confirmation of Employment - Juego Studio Pvt.ltd-Rajath

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Tue, Mar 5, 2019 at 9:10 AM

Pls check if Rajath's and Samanvitas name has been registered against Juego Studio placed list earlier. IF not, pls add his name to the placed students list and share a congratulatory note for both...

Congratulations on getting an offer from Juego Studio's! I am sure you will create a great first impression and will be an asset to the company !

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ /+91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

**This year believe in yourself
and achieve everything you deserve!**

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

From: **Rajath YK Poojary** <ykrajath4@gmail.com>
Date: Sat, Mar 2, 2019 at 9:55 PM
Subject: Fwd: Official Confirmation of Employment - Juego Studio Pvt.ltd-Rajath
To: Placement Officer SMVITM <placement@sode-edu.in>
Cc: Dr. Vasudeva <cs@sode-edu.in>, Manoj Taleka <manoj89biet@gmail.com>

With Regards
Rajath

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

From: **HR** <hr@juegostudio.com>
Date: Mon, Oct 22, 2018 at 3:31 PM
Subject: Official Confirmation of Employment - Juego Studio Pvt.ltd-Rajath
To: <ykrajath4@gmail.com>

Dear **Rajath** ,

CONGRATULATIONS!!

We are glad to inform you that you have been selected for the position of "**Trainee Software Engineer**" at JUEGO STUDIO PVT LTD.

You are expected to join **01 July 2018** (Dates can be changed based on Final semester exams)

Your **CTC is 3 LPA**. You will be under probation period of 6 MONTHS.

You will be having a **bond of 1.5 years** in lieu of that you need to submit either your SSLC/PUC original mark sheet. Please get the documents required for joining formalities.

We congratulate you on your new challenge and we wish **ALL THE BEST** in all your endeavors with JUEGO STUDIO PVT LTD.

Please send an acknowledgement mail responding to this and also you are requested to bring the following original certificates along with the photocopies (A4 size only). Once your original documents are verified an appointment letter will be issued on the spot.

Documents Requirement:

1. Updated Resume
2. Passport sized photographs, 2 Nos
3. PAN card photocopy
4. Aadhar Card photocopy
5. Driving license photocopy / ID proof
6. Educational certificates since Class 10th,12th & Graduation/Post Graduation(Please bring the originals for verification)

Your job location will be updated during your date of joining .

Please note it is mandatory to complete the assignments given before joining the company.

During your final semesters, you can visit our offices and do the internship . Please coordinate on the below mentioned phone number for internship and assignment updates. It is recommended to submit educational certificates during the date of internship as well.

Regards,

Sneha V
HR Manager

Juego Studio Private Limited

Bangalore | Florida | Jeddah | London

3/5/2019

Shri Sode Vadiraja Mutt Education Trust Mail - Fwd: Official Confirmation of Employment - Juego Studio Pvt.ltd-Rajath

7829709448



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Students placed at Preuba India - 2019 batch

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Tue, Jun 18, 2019 at 10:18 AM

Pls share congratulatory mail.

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

From: **Dinesh Karnik** <dinesh.karnik@prueba.io>
Date: Tue, Jun 18, 2019 at 10:00 AM
Subject: Re: From SMVITM: registered student resumes
To: Placement Officer SMVITM <placement@sode-edu.in>

Hi Vidya,

Thanks for your help in finding the following four students to work with us as Software Engineers.

1. Shilpa Bhat
2. Nikhitha J
3. Roshni
4. Sushmitha

As mentioned earlier the total package is Rs 3,25,000 per annum. The above students have signed and returned the copy of the offer letter as a confirmation to start working with us from 16th July.

We do not share the offer letter with a third party, neither do we encourage the new recruits to share it anyone else. Hope you understand.

Thanks once again for all your support.

Best Regards,

Dinesh Karnik

On Fri, Jun 7, 2019 at 3:05 PM Placement Officer SMVITM <placement@sode-edu.in> wrote:

Dear Dinesh,

Greetings! Trust you are doing well!

Sharing the resumes of the students who have expressed their interest to attend the selection tests of Preuba India

Do let me know when you would like to take up the interviews.

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207 / +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

- #Make learning a daily routine;
- #Set a learning goal;
- #Figure out how you learn best;
- #Carve out the time;
- #Implementing what you learn;
- #Reflecting on your implementation for growth and improvement.

--

Dinesh Karnik
Managing Director

Prueba India Software Pvt Ltd
4th floor,
Pragathi Business District(Reliance Trends Bldg)
Udupi-Manipal Rd
Manipal, Karnataka, INDIA

Phone: +91 8762110773 | web: www.prueba.io

Ref No: A6/ASE/2019/T-625

03-December-2018



SADHVI BHAT

Dear Sadhvi Bhat,

We are pleased to offer you the role of **Associate Software Engineer** in **Access6 Technologies ("A6")**. Your initial place of posting will be Bangalore.

Your Annual Total Compensation will be **Rs.240,000**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Your date of joining will be intimated to you on a separate mail.

A6 is keen that there is a secure environment for clients and internally too.

Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- If you have any backlog, we will not consider you for further process.
- On receiving the joining date post completion of your graduation, you have to report to Access6 office at Bangalore for final round of discussion.
- You should be ready for re-location across Pan India.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Access6 Technologies

Head – Talent Acquisition

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

Signature:

Date:



Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 20-Jun-2019
Name : Sagarika Shetty
Location : Karnataka,
Address : Sairadha Yashodham Awing, flat no-102, near Vidyodaya school. Bailakere, , udupi, Karnataka - 576102

Dear Sagarika ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **01-Jul-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/fulldetail/refId/MzUwMDgyNDM=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Jul-2019**.

Accepted



Mu Sigma

Mu Sigma - Offer of Intent

Date: 11 Jan 2019

College: SMUIT

Dear Samanvitha.

We, Mu Sigma Business Solutions Pvt. Ltd. are pleased to inform you of our intent to extend you an offer of employment for the post of Trainee Decision Scientist. Subject to the company's performance, your performance, your adherence to Mu Sigma employment contractual obligations and other relevant factors, your total compensation with Mu Sigma at the end of three jumps could be ₹2,100,000/- (inclusive of variable pay).

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deduction and contributions.

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire course i.e. has been unable to clear / pass every subject of the course successfully before joining.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Mu Sigma Business Solutions Private Limited

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

Tel: +91 80 7154 8000 | Fax: +91 80 40549300 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



22nd Floor, A Wing, Marathon Futurex, N M Joshi Marg, Lower Parel (east), Mumbai 400013, Maharashtra India.
Toll Free No: 1800 209 0502. www.idbifederal.com IRDA Regn. No. 135 I CIN: U66010MH2007PLC167164

28 March 2019

Shwetha
CSE SMVITM
Advisor Code : IFL1000145000
Branch : 1091

Re: Your appointment as Wealthsurance® Advisor of IDBI Federal Life Insurance Co. Ltd. (the Company)

Dear Neha Krishnamurthy,

This is in furtherance to your successful completion of the requirements mandated by the Insurance Regulatory and Development Authority of India (IRDAI) to act as an insurance agent.

The Company is glad to appoint you as a 'Wealthsurance® Advisor' to solicit and procure life insurance business. Your appointment shall be with effect from 28-Mar-2019 and is subject to the terms and conditions prescribed herein and the additional conditions specifically mentioned in Annexure A, which may be modified by the Company from time to time.

Your Wealthsurance® Advisor Code No is IFL1000145000. Kindly mention this code number in all your future correspondences.

You will be reporting to Rachana Bhat Agency Leader. The Company reserves the right to change your reporting from the above and attach you to another reporting manager. Such change shall be communicated to you.

This appointment letter incorporates by reference the Terms & Conditions and the same will be applicable for this appointment.

Yours sincerely,
For IDBI Federal Life Insurance Company Limited

Ronald Fernandes
Designated Official

Declaration by Wealthsurance® Advisor

I have read and understood this letter of appointment and the enclosed Terms and Conditions. I have also read and understood the Code of Conduct stated in Annexure C hereto and agree to abide by the Code of Conduct.

Wealthsurance® Advisor
Neha Krishnamurthy

Ref ID: PFSDS/B001/207/22112018

Date: November 22th, 2018

Dear Sinchana K,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

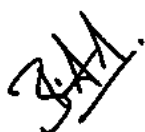
Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client's behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the 'Terms of Admission' attached herewith. You are required to read the 'Terms of Admission' and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the 'Terms of Admission'. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed 'Acceptance Note' within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as “Company”) are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Software Development Specialist Program.
- b. The program is being offered at our Bangalore campus.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. You will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore
- b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.
- c. You are required to carry out all exercises, assignments and assessments listed in our LMS and successful completion of this program is mandatory to join our on-campus program.
- d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

Batch 1 – 10th June 2019

Batch 2 – 24th June 2019

Batch 3 – 8th July 2019

Batch 4 – 22nd July 2019

Batch 5 – 12th August 2019

Batch 6 – 26th August 2019

- e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.
- f. The program is a full-time program of two months. The on-campus component of the program requires you to be at our campus during working hours. You are expected to invest up to 8 hours each day during the 2 month (60 working days) on-campus part of the program. By signing and delivering the Acceptance Note, you confirm that you are participating in the program as a candidate and that any training undertaken by you at the campus or any work location as part of the program shall not be considered as employment, or apprenticeship, or any other similar activity. Any intellectual property you may create, use, get to know about, etc., during the program shall belong to the Company, and you shall be required to assist the Company with any documentation which may be required to perfect its title in such intellectual property if the same is insisted by the Company.
- g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.
- h. To successfully complete the program, admitted candidates:
 1. Should not have any back-log/arrears in college at the time of joining the training program.

2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.
 3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.
 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).
 5. Successfully complete the external certification requirements as defined by the Company. In case the students do not pass the external certification requirements in the first attempt, student will have to re-take and pass the external certification examinations, at their own cost.
 6. Mark sheets / Academic documents that are provided later will be accepted strictly upon being verified and cross checked only. Background verification will also be done basis client request.
- i. Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. The criteria shall be defined by the faculty and may be modified from time to time at the sole discretion of the Company.
 - j. On successful completion of all components of the program, candidates will be given a 'PathFront Software Development Specialist'.
 - k. Candidates who receive the 'PathFront Software Development Specialist' shall become eligible for admission into the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including mail / chat support, online access to learning material, career counseling & guidance and discounted certification vouchers.
 - l. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

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 - a. PAN
 - b. AADHAR
 - c. Last 6 months' bank statement
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3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:
- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.
 - ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
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5. Course Requirements

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- c. 300 GB or more Hard Disk Drive
- d. 14" Display Monitor
- e. DVDRW (Optional)
- f. Wi-Fi / Webcam (default feature)
- g. One or more year(s) onsite warranty
- h. Windows 8.1 Professional edition operating system - (Genuine version)
- i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to ramesh@pathfront.in

6. Documentation validation and Admission Confirmation

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
- d. 5 Passport Size Photographs of Self
- e. 3 Photographs of (Father/ Mother/Guardian)
- f. Copy of the passport [First & Last Page] / applied status is a compulsory requisite to be provided.

7. Employment Opportunities after successful Program completion

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to the candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

8. Financing Options

Self-Payment or flexi pay options available.

9. Cancellation and Withdrawal of Admission

The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:

1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by

you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

12. Confirmation of Bonafide Participation

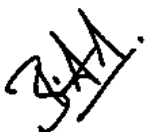
By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

13. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP.

Student Signature

Student Name

Ref No: A6/ASE/2019/T-628

03-December-2018



SINCHANA RAO

Dear Sinchana Rao,

We are pleased to offer you the role of **Associate Software Engineer** in **Access6 Technologies ("A6")**. Your initial place of posting will be Bangalore.

Your Annual Total Compensation will be **Rs.240,000**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Your date of joining will be intimated to you on a separate mail.

A6 is keen that there is a secure environment for clients and internally too.

Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- If you have any backlog, we will not consider you for further process.
- On receiving the joining date post completion of your graduation, you have to report to Access6 office at Bangalore for final round of discussion.
- You should be ready for re-location across Pan India.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Access6 Technologies

Head – Talent Acquisition

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

Signature:

Date:

Ref ID: PFSDS/B001/248/22112018

Date: November 22th, 2018

Dear Supreetha,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

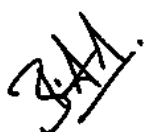
Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client’s behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the ‘Terms of Admission’ attached herewith. You are required to read the ‘Terms of Admission’ and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the ‘Terms of Admission’. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed ‘Acceptance Note’ within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as “Company”) are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Software Development Specialist Program.
- b. The program is being offered at our Bangalore campus.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. You will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore
- b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.
- c. You are required to carry out all exercises, assignments and assessments listed in our LMS and successful completion of this program is mandatory to join our on-campus program.
- d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

Batch 1 – 10th June 2019

Batch 2 – 24th June 2019

Batch 3 – 8th July 2019

Batch 4 – 22nd July 2019

Batch 5 – 12th August 2019

Batch 6 – 26th August 2019

- e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.
- f. The program is a full-time program of two months. The on-campus component of the program requires you to be at our campus during working hours. You are expected to invest up to 8 hours each day during the 2 month (60 working days) on-campus part of the program. By signing and delivering the Acceptance Note, you confirm that you are participating in the program as a candidate and that any training undertaken by you at the campus or any work location as part of the program shall not be considered as employment, or apprenticeship, or any other similar activity. Any intellectual property you may create, use, get to know about, etc., during the program shall belong to the Company, and you shall be required to assist the Company with any documentation which may be required to perfect its title in such intellectual property if the same is insisted by the Company.
- g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.
- h. To successfully complete the program, admitted candidates:
 1. Should not have any back-log/arrears in college at the time of joining the training program.

2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.
 3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.
 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).
 5. Successfully complete the external certification requirements as defined by the Company. In case the students do not pass the external certification requirements in the first attempt, student will have to re-take and pass the external certification examinations, at their own cost.
 6. Mark sheets / Academic documents that are provided later will be accepted strictly upon being verified and cross checked only. Background verification will also be done basis client request.
- i. Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. The criteria shall be defined by the faculty and may be modified from time to time at the sole discretion of the Company.
 - j. On successful completion of all components of the program, candidates will be given a 'PathFront Software Development Specialist'.
 - k. Candidates who receive the 'PathFront Software Development Specialist' shall become eligible for admission into the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including mail / chat support, online access to learning material, career counseling & guidance and discounted certification vouchers.
 - l. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

4. Program Fees & Other Payments

a. Program Fees

1. The fee for the PathFront Software Development Specialist is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only]. [Exclusive of GST]
2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:

- i. A one-time payment for the remaining amount within 15 days from the date of joining the program.
 - ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:
 - a. PAN
 - b. AADHAR
 - c. Last 6 months' bank statement
 - d. Document proof – Employment / Business
 - e. Cheque leaves as a part of collateral document
3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:
- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.
 - ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
2. Food & High tea will be provided for entire 60 Days

5. Course Requirements

You are required to bring a laptop with the following configuration or higher than the one mentioned below during on boarding:

- a. Intel Core i3 processor 4th generation
- b. 8 GB RAM (Recommended) or at least 4 GB RAM (Minimum)
- c. 300 GB or more Hard Disk Drive
- d. 14" Display Monitor
- e. DVDRW (Optional)
- f. Wi-Fi / Webcam (default feature)
- g. One or more year(s) onsite warranty
- h. Windows 8.1 Professional edition operating system - (Genuine version)
- i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to ramesh@pathfront.in

6. Documentation validation and Admission Confirmation

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
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8. Financing Options

Self-Payment or flexi pay options available.

9. Cancellation and Withdrawal of Admission

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1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by

you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

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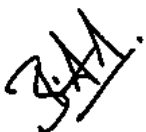
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Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP.

Student Signature

Student Name



Dr. C K Manjunath <placement@sode-edu.in>

Re: Mphasis - Letter Of Intent!!

swastika sanil <swastikasanil@gmail.com>

Fri, Nov 30, 2018 at 2:39 PM

To: campushires@mphasis.com

Cc: Shraddha.Hande@mphasis.com, shambhavi.k@mphasis.com, placement@sode-edu.in

Dear sir/madam,

Thank you for your Letter of Intent. I accept.

Considering the conditions mentioned, I look forward to your offer letter in the future.

Yours sincerely,
Swastika S Sanil

On Thu, Nov 29, 2018, 19:51 Mphasis - Campus Hiring <campushires@mphasis.com> wrote:

Ref.No- **MPHTH2019-0745**

Dear Swastika S Sanil,

College Name : **Shri Madhwa Vadiraja Institute of Technology & Management, Udupi**

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 for the first 6 months at a CTC of **INR 1,80,000 per annum**. You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000**.
- 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 employee.

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

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

Your joining date will be communicated after you clear the above conditions.

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.



Offer: Computer Consultancy
Ref: TCSL/DT20184379541/Bangalore
Date: 09/10/2018

Ms. Swathi G
109/8th Ward T.T. Road,
Vaderahobli,
Kundapura-576201,
Karnataka.
Tel# -

Dear Swathi G,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be 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. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/DT20184379541

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



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 Initial Learning 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.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

TCS Confidential

TCSL/DT20184379541

4

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



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



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

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Swathi G
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

SLK Software Services Pvt. Ltd.,

SLK Green Park, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921



Date: 8th SEPTEMBER, 2018

Private and Confidential

Dear U NAGENDRA

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Wagendra

Date: 08/09/18

Candidate Name

Regd. Office: SLK Software Services Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,
Bengaluru -560 064, India. T+91 - 80 4180 5721 / F +91 80 4050 1921



SCS/HR/67/2018

Personal and confidential

5th October 2018

Specbee Consulting Services Private Limited

2nd Floor, Pixel Park, A Block, PES South Campus,
Electronic City, Bengaluru, Karnataka 560100
<http://www.specbee.com>

Varun Rao B
C/O SINGARIAMMA HNO 5-44 Paduyenagudde Katapady,
Udupi – 574105, Karnataka

Sub: Offer of employment as Junior Software Developer

Dear Mr. Varun,

Further to interview and discussion you had with us, we are happy to offer you the job role of **Junior Software Developer** with Specbee, India. We feel that your skills and background will be valuable assets to our team.

Your base location of work will be **Bangalore**. You will be entitled to a compensation of Rs. **3,00,000 /- per annum**, the breakup of the salary will be advised to you upon joining.

Your employment with Specbee will commence on or before your date of joining. Date of joining would be finalized based on the final semester schedule. On your joining date we will issue the appointment letter. You will be on a training of 6 months. After successful completion of the training and review thereof, your services will be confirmed.

If you choose to accept this job offer, please sign, scan and send the soft copy of this letter within 5 days of offer letter date of issue. Please let me know if you have any questions at **hr@specbee.com**

We look forward to welcoming you as a new employee at Specbee.

For **Specbee Consulting Services Private Limited**

Elora Dash
Manager, Human Resources

Employee Signature

Ref No: A6/ASE/2019/T-630

03-December-2018



VIBHA UDUPA

Dear Vibha Udupa,

We are pleased to offer you the role of **Associate Software Engineer** in **Access6 Technologies ("A6")**. Your initial place of posting will be Bangalore.

Your Annual Total Compensation will be **Rs.240,000**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Your date of joining will be intimated to you on a separate mail.

A6 is keen that there is a secure environment for clients and internally too.

Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- If you have any backlog, we will not consider you for further process.
- On receiving the joining date post completion of your graduation, you have to report to Access6 office at Bangalore for final round of discussion.
- You should be ready for re-location across Pan India.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Access6 Technologies

Head – Talent Acquisition

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

Signature:

Date:

Ref ID: PFSDS/B001/207/22112018

Date: November 22th, 2018

Dear Vineetha,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

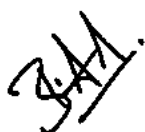
Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client's behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the 'Terms of Admission' attached herewith. You are required to read the 'Terms of Admission' and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the 'Terms of Admission'. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed 'Acceptance Note' within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as “Company”) are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Software Development Specialist Program.
- b. The program is being offered at our Bangalore campus.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. You will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore
- b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.
- c. You are required to carry out all exercises, assignments and assessments listed in our LMS and successful completion of this program is mandatory to join our on-campus program.
- d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

Batch 1 – 10th June 2019

Batch 2 – 24th June 2019

Batch 3 – 8th July 2019

Batch 4 – 22nd July 2019

Batch 5 – 12th August 2019

Batch 6 – 26th August 2019

- e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.
- f. The program is a full-time program of two months. The on-campus component of the program requires you to be at our campus during working hours. You are expected to invest up to 8 hours each day during the 2 month (60 working days) on-campus part of the program. By signing and delivering the Acceptance Note, you confirm that you are participating in the program as a candidate and that any training undertaken by you at the campus or any work location as part of the program shall not be considered as employment, or apprenticeship, or any other similar activity. Any intellectual property you may create, use, get to know about, etc., during the program shall belong to the Company, and you shall be required to assist the Company with any documentation which may be required to perfect its title in such intellectual property if the same is insisted by the Company.
- g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.
- h. To successfully complete the program, admitted candidates:
 1. Should not have any back-log/arrears in college at the time of joining the training program.

2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.
 3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.
 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).
 5. Successfully complete the external certification requirements as defined by the Company. In case the students do not pass the external certification requirements in the first attempt, student will have to re-take and pass the external certification examinations, at their own cost.
 6. Mark sheets / Academic documents that are provided later will be accepted strictly upon being verified and cross checked only. Background verification will also be done basis client request.
- i. Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. The criteria shall be defined by the faculty and may be modified from time to time at the sole discretion of the Company.
 - j. On successful completion of all components of the program, candidates will be given a 'PathFront Software Development Specialist'.
 - k. Candidates who receive the 'PathFront Software Development Specialist' shall become eligible for admission into the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including mail / chat support, online access to learning material, career counseling & guidance and discounted certification vouchers.
 - l. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

4. Program Fees & Other Payments

a. Program Fees

1. The fee for the PathFront Software Development Specialist is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only]. [Exclusive of GST]
2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:

- i. A one-time payment for the remaining amount within 15 days from the date of joining the program.
 - ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:
 - a. PAN
 - b. AADHAR
 - c. Last 6 months' bank statement
 - d. Document proof – Employment / Business
 - e. Cheque leaves as a part of collateral document
3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:
- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.
 - ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
2. Food & High tea will be provided for entire 60 Days

5. Course Requirements

You are required to bring a laptop with the following configuration or higher than the one mentioned below during on boarding:

- a. Intel Core i3 processor 4th generation
- b. 8 GB RAM (Recommended) or at least 4 GB RAM (Minimum)
- c. 300 GB or more Hard Disk Drive
- d. 14" Display Monitor
- e. DVDRW (Optional)
- f. Wi-Fi / Webcam (default feature)
- g. One or more year(s) onsite warranty
- h. Windows 8.1 Professional edition operating system - (Genuine version)
- i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to ramesh@pathfront.in

6. Documentation validation and Admission Confirmation

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
- d. 5 Passport Size Photographs of Self
- e. 3 Photographs of (Father/ Mother/Guardian)
- f. Copy of the passport [First & Last Page] / applied status is a compulsory requisite to be provided.

7. Employment Opportunities after successful Program completion

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to the candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

8. Financing Options

Self-Payment or flexi pay options available.

9. Cancellation and Withdrawal of Admission

The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:

1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by

you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

12. Confirmation of Bonafide Participation

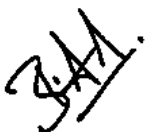
By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

13. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP.

Student Signature

Student Name



Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 20-Jun-2019
Name : Swathi U
Location : Karnataka,
Address : Subhashchandra qtrs no- 27, Vivekananda third cross road, Ajjarkad, , Udupi-, Karnataka - 576101

Dear Swathi ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **01-Jul-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/fulldetail/refId/NDazMTgxMDE=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Jul-2019**.

Accepted



SMVITM Placement Officer <placement@sode-edu.in>

Shortlisted students for collaborative learning -2019

2 messages

AGRIMA CONSTRUCTION CURATORS <constructioncurators@agrима.in>

Wed, May 15, 2019 at 6:38 PM

To: SMVITM Placement Officer <placement@sode-edu.in>

Cc: TEAM AALAMBANA <aalambana@agrима.in>, GOVINDA RAMESH <govind.ramesh@agrима.in>

Dear Sir,

Greetings from AGRIMA!

We are happy to announce the result of shortlisted students for the collaborative learning -2019.
Please find the below attached file.

We are thankful for the support and hospitality extended.

Details regarding Collaborative Learning - 2019;

- 1) Duration of the training will be 3 months
- 2) The fees for the training will be Rupees 17500

Facilities from Agrima: Morning breakfast and noon lunch will be provided during the training period

Note : No accommodation will be provided by us

With Regards,
Nischitha S M
7259644245
Team Agrima

 **Shortlisted candidates SMVITM.pdf**
524K

AGRIMA CONSTRUCTION CURATORS <constructioncurators@agrима.in>

Sat, May 18, 2019 at 4:48 PM

To: SMVITM Placement Officer <placement@sode-edu.in>

Cc: GOVINDA RAMESH <govind.ramesh@agrима.in>, TEAM AALAMBANA <aalambana@agrима.in>

Dear Madam,

Procedure for selection of engineers is as follows:-

- 1) Collaborative learning-2019 program for a period of 3 months (The fee for the training will be Rs.17500).
- 2) Based on the performance in Collaborative Learning - 2019 engineers will be taken as the probationary engineers for a period of 1 - 1.5 years.
- 3) Confirmation from probationary to engineer will happen after 6 month (Rapid), 12 months (Standard) or 18 months (grace period) based on the performance of the probationary engineers and availability/vacancy.
- 4) For the students who had not selected for the above possibilities, network placement will be made by Agrima. However this is a optional and voluntary from Agrima.
- 5) The guildline salary for Agrima probationary engineers is 17500/- per month subjected to certain terms and conditions.
- 6) External placement in the network is subject to that companies policies.

Thanking you

With Regards
Nischitha S M
7259644245

[Quoted text hidden]

AGRIMA ROOF AND FAÇADE SYSTEMS



Collaborative Learning-2019

SMVITM COLLEGE Shortlisted Candidates

Sl.No	BOYS	Sl.No	GIRLS
1	Pradeep P	1	Aparna Patkar
2	Dion Aroza	2	Ranjani Chavan
3	Sumantha S G	3	Anvitha
4	Vijaykumar H Sangati	4	Manali C R
5	Vignesh	5	Jayapradha Bekal
6	Kotresha A S	6	Sneha Shetty
7	Sathwik S C	7	Nikitha Poojari
8	Amar Manipal	8	Sneha Prakash Nayak
9	K Aneesh Bhat	9	Ramya Jyosthna Soans

Total Number Of Students 18



Offer: Computer Consultancy

Ref: TCSL/DT20184663516/Bangalore

Date: 23/06/2019

Ms. Abhinaya S
2-390(2) 'Amogha Krishna' ,Post KorangrapadyKukkikatte,
Marpalli,
Udupi-574118,
Karnataka.
Tel# 91-9739316707

Dear Abhinaya 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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/DT20184663516

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



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 Initial Learning 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.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

TCS Confidential

TCSL/DT20184663516

4

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



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



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

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Abhinaya S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Dear MS. ADITHI

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: TBD

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

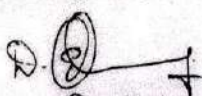
We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further formation/clarifications you may need.

Thanks & Regards,

For,



D. EBINEZAR RASA

Shrinivas Bhat

02/04/2014

Senior Manager-Human Resources

Ref No: A6/ASE/2019/T-622

03-December-2018



ANEESHA R SANIL

Dear Aneesha R Sanil,

We are pleased to offer you the role of **Associate Software Engineer** in **Access6 Technologies ("A6")**. Your initial place of posting will be Bangalore.

Your Annual Total Compensation will be **Rs.240,000**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Your date of joining will be intimated to you on a separate mail.

A6 is keen that there is a secure environment for clients and internally too.

Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- If you have any backlog, we will not consider you for further process.
- On receiving the joining date post completion of your graduation, you have to report to Access6 office at Bangalore for final round of discussion.
- You should be ready for re-location across Pan India.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Access6 Technologies

Head – Talent Acquisition

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

Signature:

Date:



Mr. Aravinda Upadhya K
No. 8-3-59, 2nd Cross, Katte Acharya Marga
Kunjibettu, Udupi ,

1st October,2019

Dear Mr. Upadhya,

Sub : Appointment as "Engineer Trainee "

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "Engineer – Trainee" subject to the terms and conditions, hereinafter contained :

This appointment as "Engineer Trainee" shall be for a period of **Twelve Months** commencing from **1st July,2019**.

You will initially report at our M/s. Tayana Software Solutions Pvt. Ltd., Jupiter Innovision Center, No. 54, Richmond Road, Bangalore – 560 025 to Ms. N Saralla of Human Resources Department. However, the management may in the course of your training require you to report at such other locations or to an Affiliate / Group Company, in or outside India.

You shall receive a total sum of **Rs. 3,50,000/-** (Rupees Three Lakhs Fifty Thousand Only) per annum. The break up of your payment is .

- Fixed Cost of Rs. 3,00,000/- per annum (Rupees Three Lakhs Only) – payable on monthly basis on or before the 7th of every month.
- Performance Pay of Rs.50,000/- (Rupees Fifty Thousand Only) per annum subject to your performance achievement level, discretion of management and to be on rolls at the time of disbursement.

The payment shall be made subject to deduction of statutory dues, as may be applicable. All tax liabilities arising out of this payment shall be borne entirely by you.

TAYANA SOFTWARE SOLUTIONS PRIVATE LIMITED
CIN : U72200 KA 2000 PTC 027196

Regd. Office: No. 54, Richmond Road, Bangalore - 560 025. Tel : +91 80 2559 4911-16, Fax : +91 80 2559 3418
Web : www.tayanasoftware.com. email : cs@tayana.in

During the period of training, you will have to make your own arrangements for lodging and boarding at the designated place of training. However, when you are required to travel / tour, out of your place of training, all reimbursement / allowances shall be as per the applicable rules of the Company. Holidays and leave of absence shall be as per the Company rules and policy, as may be applicable from time to time. You shall during the period of training not engage directly or indirectly in any trade or business or undertake any employment. Breach of this condition shall lead to termination of this appointment by the Company without any notice or compensation.

During your training period, you will be eligible for leaves as per company rules. In the event, you would like to avail leave for more than 3 days, you are required to take a written approval from the reporting manager three days in advance and if you are on sick leave it is your responsibility to keep your reporting manager informed. In case, we do not hear from you on your absence, the company is forced to take restrict action as required. Company will not tolerate any indiscipline from the employee.

During the period of your training, you would have access to documents, files, records, software programs and other information (of a financial, commercial or other nature) relating to the business of the Company that is proprietary and a trade secret of the Company. You shall maintain the confidentiality of all data / information with respect to the Company or its operations, failing which this Appointment shall be terminated without any notice or compensation.

During the period of training or on termination of this appointment, for any reason whatsoever, you will not communicate or permit the communication to any person who is not legally entitled thereto any information relating to the trade secret information and affairs of the Company.

Your performance will be evaluated every quarter , if found unsatisfactory, this appointment is liable to be terminated by the Company on giving you one month's notice in writing or in lieu thereof one month's stipend shall be paid to you.



On completion of the training period and after an evaluation of your performance, the Company may at its discretion by a letter extend or terminate the training, or confirm your services in the Company, subject to availability of suitable vacancies, in terms of the letter of appointment to be issued. If such a letter is not issued to you within 10 days of the completion of your training period, it shall be deemed that your training stands terminated.

This offer is made to you assuming that you will secure an aggregate of 65% in all semesters failing which the offer is withdrawal without notice. You are required to furnish your semesters mark sheets to the HR Department immediately once you receive from your college.

If your services are confirmed, your annual remuneration will be fixed as per the Company norms and you shall be entitled to such benefits and perquisites as may be applicable to your grade and position, as per the Company policy and rules.

In the event of your being selected for overseas training you shall sign a Service Agreement, as per the rules of the Company.

This appointment is liable to be terminated by the Company on giving you one month's notice in writing or in lieu thereof one month's stipend shall be paid to you.

The Company will incur the costs and expenses of your training. In the event of failure on your part to complete the training as per this appointment, the company shall be entitled to treat the same as a breach and you shall be liable to refund to the company the sum of Rs. 90,000/- (Rupees Ninety Thousand Only) as liquidated damages, without prejudice to any other relief that the Company shall be entitled to seek under law.

You are required to make a full and frank disclosure of any dealing you propose to enter directly or through any of your relatives or family members with any of the Company's agents, Clients, Customers, resellers, dealers, vendors, suppliers, subcontractors or the like by whatever name.

During the period of your training with the Company, you shall not either give or accept any gifts or favors from any source. You shall abide by and comply with all the rules of conduct and regulations of the Company as applicable and maintain utmost discipline and good conduct. Any act in the violation of the same will be deemed to be a breach of contract and the Company shall execute its right to terminate this appointment.



At the time of reporting for training, please ensure to bring the following:

- Xerox copy of proof of date of birth & educational qualifications together with the originals (SSLC, Degree and All semesters)
- Three stamp-sized and three passport sized photographs.
- Proof of Permanent Address


This offer of training is subject to satisfactory investigation of your credentials and if it is found at any time that you have made any false statements or suppressed any material information, it shall lead to termination of the training by the Company without any notice to you or any compensation in lieu thereof.

It may be noted that if you do not return the duplicate copy of this letter on or before the date specified, it shall be deemed that you are not interested and the same will stand automatically withdrawn with effect from the said date.

If the terms of our offer are acceptable to you, please sign and return the duplicate copy of this letter in token of your acceptance. In case of acceptance of this offer, you will have to join our services on or before **1st July, 2019**

Yours sincerely,


K M George
Executive Director & President


(ARAVINDA UPADHYAY)



Offer: Computer Consultancy
Ref: TCSL/DT20184713795/Bangalore
Date: 09/10/2018

Mr. Ashlesh P K
5-108a-5Bailoor,
Near Kala Kiran Club,
Udupi-576101,
Karnataka.
Tel# 91-9483759701

Dear Ashlesh P K,

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 **ECM (Enterprise Content Management)** 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. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/DT20184713795

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TATA CONSULTANCY SERVICES

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



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 Initial Learning 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.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

TCS Confidential

TCSL/DT20184713795

4

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



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



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

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Ashlesh P K
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Date: 18-Jun-2019

To

Ashritha Shettigar
UDUPI

Dear Ashritha Shettigar,

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 competency Level T4 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.

Ashritha
Ashritha (Jun 18, 2019)

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited



Pankaj Khanna
Vice President - Revenue Assurance


Ashritha (Jun 18, 2019)

Enclosed: Annexure to your Offer of Employment**Acceptance of the offer**

I, Ashritha Shettigar, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	 Ashritha (Jun 18, 2019)
Your Name in Capital letters	ASHRITHA SHETTIGAR

Annexure 1

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

Name : Ashritha Shettigar

Competency : T4

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 500 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Annexure 2

Compensation stack effective from the date of confirmation

Name : Ashritha Shettigar
Competency : T4
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	45,120
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Annual Gross	261,360
Bonus**	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.

Ashritha
Ashritha (Jun 18, 2019)

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

Ashritha
Ashritha (Jun 18, 2019)

Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification**.
2. The term, 'the Company' refers to Mindtree Limited.
3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company**.
4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 1 and 2, Service Agreement (Annexure 3) and Mindtree Kalinga Code of Conduct (Annexure 4). **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**
5. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

- 6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.
- 6.2 Orchard Learning Program spans for about 60 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.
- 6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.
- 6.4 You will be continuously assessed and given feedback by experts throughout the learning program. you will be provided opportunities to demonstrate the acquired capabilities on skills such as communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a Learning Advisory Document .


Ashritha (Jun 18, 2019)

separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be JUNIOR ENGINEER and in the competency of T4 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.


Ashritha (Jun 18, 2019)

8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 21,100 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtrends confirmed. On confirmation, your total compensation would be INR297,000.00. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility Component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.


Ashritha (Jun 18, 2019)

10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.


Ashritha (Jun 18, 2019)

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.
2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.
3. Salary for the purpose of notice period means the two components of Basic & fixed components(as applicable), in your compensation at the time of termination of your employment.

Ashritha
Ashritha (Jun 18, 2019)

10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

- a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.
- b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.
- c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.


Ashritha (Jun 18, 2019)

On the date of joining at Mindtree Kalinga Bhubaneswar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.


Ashritha (Jun 18, 2019)

16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3


Ashritha (Jun 18, 2019)





Mindtree Offer Letter

Final Audit Report

2019-06-18

Created:	2019-06-18
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAhRgXuiOJSjaL5Eu64ZNdJTLua4e-oxfn

"Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2019-06-18 - 2:28:32 PM GMT- IP address: 112.121.48.1
-  Waiting for Signature by Ashritha (shettiarashritha95@gmail.com)
2019-06-18 - 2:28:36 PM GMT
-  Document e-signed by Ashritha (shettiarashritha95@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2019-06-18 - 5:46:49 PM GMT - Time Source: server- IP address: 157.45.100.215
-  Signed document emailed to vinay.ramesh@mindtree.com, Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com) and Ashritha (shettiarashritha95@gmail.com)
2019-06-18 - 5:46:49 PM GMT



USHA ARMOUR Pvt. Ltd.

20/05/2019

Ms. Ashwini
D/O, Prabhakar Hejmady,
Ajai Achar Thota, Hejmady
Udupi, Karnataka.

Sub: Offer Letter for the Post of Business Development Executive

Dear Ashwini,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,37,082 (Rupees Two Lakh Thirty Seven Thousand and Eighty Two Rupees Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.


Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd


Authorized signatory

Accepted

(Ashwini)



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 20-Jun-2019
Name : Aysha Wafa
Location : Karnataka,
Address : SMVITM Bantakal

Dear Aysha Wafa,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **01-Jul-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/ODQ2MTk1Nzk=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Jul-2019**.

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



USHA ARMOUR Pvt. Ltd.

20/05/2019

Ms. Chitralkha
D/O, Raghuram Shetty,
1-7, Near Melmane,
Anand Rao Marg,
Ambalpady, Udipi, Karnataka.

Sub: Offer Letter for the Post of Business Development Executive

Dear Chitralkha,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,37,082 (Rupees Two Lakh Thirty Seven Thousand and Eighty Two Rupees Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd

Authorized signatory

Accepted

(Chitralkha)





Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 20-Jun-2019
Name : Deepika
Location : Karnataka,
Address : SMVITM Bantakal

Dear Deepika,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **01-Jul-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/ODQ2MTk1Nzk=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Jul-2019**.

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Placed students @ Tantragyaan campus recruitment drive of 12th Apr 2019

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Wed, Apr 17, 2019 at 11:20 AM

Pls share congratulatory message

- 1) Prithvi (USN - 4MW15EC060) - Product Engineer Hardware
 - 2) Harishraj M N (USN - 4MW15EC030) - Product Engineer Hardware
 - 3) Nayak Praful Prakash (USN - 4MW15EC047) - Product Engineer Software
- Good Wishes,**

Vidya Bhat

Training & Placement Officer

+91 9481032207/ +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself
and achieve everything you deserve!

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

From: **Human Resource Team** <hr@tantragyaansolutions.com>
Date: Tue, Apr 16, 2019 at 7:08 PM
Subject: Tantragyaan campus recruitment - Final list of selected candidates
To: Placement Officer SMVITM <placement@sode-edu.in>

Dear Madam,

First of all, a big "Thank you" to you & your team for arranging & supporting us during the campus recruitment. Everything was well planned & executed well from your side, which allowed us to interview more candidates.

We are delighted to inform you that we have selected below candidates -

- 1) Prithvi (USN - 4MW15EC060) - Product Engineer Hardware
- 2) Harishraj M N (USN - 4MW15EC030) - Product Engineer Hardware
- 3) Nayak Praful Prakash (USN - 4MW15EC047) - Product Engineer Software

Please convey congratulations to the candidates & we look forward to welcoming them to Tantragyaan !!
We will send out the official offer letter for these candidates in a weeks time.

Thanks & Regards,
Suresha

Ref No: A6/ASE/2019/T-631

03-December-2018



KARTHIK KAMATH

Dear Karthik Kamath,

We are pleased to offer you the role of **Associate Software Engineer** in **Access6 Technologies ("A6")**. Your initial place of posting will be Bangalore.

Your Annual Total Compensation will be **Rs.240,000**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Your date of joining will be intimated to you on a separate mail.

A6 is keen that there is a secure environment for clients and internally too.

Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- If you have any backlog, we will not consider you for further process.
- On receiving the joining date post completion of your graduation, you have to report to Access6 office at Bangalore for final round of discussion.
- You should be ready for re-location across Pan India.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Access6 Technologies

Head – Talent Acquisition

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

Signature:

Date:



Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 20-Jun-2019
Name : Kavya K Shetty
Location : Karnataka,
Address : Pammaya Shetty House near Hale Marigudi Kapu, , Padu, Karnataka - 574106

Dear Kavya ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **01-Jul-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/fulldetail/refId/ODQ2MTk1Nzk=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Jul-2019**.

Accepted

Dear MS. KAVYA KARKERA

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: TBO

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

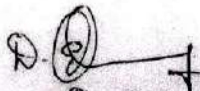
We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further formation/clarifications you may need.

Thanks & Regards,

For,



D. EBINEYAR RASA

Shrinivas Bhat

02/04/2014

Senior Manager-Human Resources

CALL LETTER

Date: 02/05/19

Dear Keerthi Kamath

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on 1st week of July 2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java, Manual Testing, SQL & Aptitude.
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 7338651653

USN NO

Jepideos BTM, Bangalore
9980609900/9980517008

6th December 2018**Kiran****Dear Kiran,**

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as “**Test Engineer 1**” as per the terms and conditions given below:

1. You are required to report at Tessolve on 17th June 2019, to start the technical training for one month, during which period you will be paid a stipend of Rs. 10000 (Rupees Ten Thousand Only). The other terms and conditions of the offer, as mentioned from clause no. 2 to 22, will be applicable after completion of one month technical training. Your actual employment after training will commence from 17th July 2019 with the full time CTC as mentioned in the page no.4.
2. The salary and other emoluments and benefits, as per Annexure, will be applicable upon successful completion of the training. The details pertaining to your appointment letter and salary are strictly confidential between you and the company and you should not discuss these details with anyone within or outside the company, except your Senior Manager or the HR in-charge.
3. You shall be on probation for a period of six months, with effect from the date of completion of the training period. Should your work be found satisfactory at the end of the period of probation, your appointment will be confirmed in writing. Unless so confirmed in writing, you shall continue to be on probation. The probation period is extendable at the sole discretion of the management.
4. From the date of joining, you will abide by the Provident Fund, Medical and LTA and Leave Rules, as applicable to you.
5. During the probationary period and after confirmation, your service will be terminable at the discretion of the company on giving ninety days of notice or on payment of ninety days pay in lieu of such notice. If you wish to resign from the services of the company during probation period and after confirmation, you will do so by giving ninety days prior notice.
6. During the period of your employment with the company you shall not secure or try to secure any other employment, whether full time or part time, or engage in any commercial business or pursuit on your own account or as an agent for others. During your employment with the company, you shall not undertake any course or study without getting permission from the management.

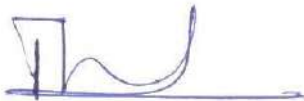
7. During the period of your employment with the company you may be required to work on customer projects. If you were to resign from the services of the company, you shall not work for the same customer or customer's customer (for the projects handled within last one year) either directly as an employee/contractor or through another organization, for a period of six months from your separation from the company.
8. You shall not at any time, without the consent of the company, disclose, divulge or make public, except under legal obligation, by word of mouth or otherwise, details of manufacturing processes, technical know-how, security arrangements, administration, accounts of any other dealings of the company known to you in the course of your service or otherwise.
9. You shall abide by the Rules and Regulations of the company which are in force and / or which may be framed from time to time.
10. You shall be responsible for the safekeeping and return in good condition and order of all the company's property, which may be in your use, custody or charge.
11. You will work under the supervision of such officers, as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you to the best of your power, skill and ability in the best interests of the company.
12. You are required to maintain yourself in a state of medical/physical, mental fitness and ensure annual medical checkups. Any neglect on your part in this regard may render your service liable for termination with immediate effect.
13. If at any time in the opinion of the company, which shall be final, you become insolvent or are found guilty of dishonesty, disobedience, misappropriation, theft, fraud, disorderly behavior, negligence, indiscipline, absence from duty without permission, violation of any company policies or of any other conduct considered by the company as detrimental to its interests or of violation of one or more terms of this appointment, you would either be subject to strict disciplinary action or your services may be terminated without notice, based on the severity of the violation.
14. You are liable to be transferred to any place of business of the organization whether existing or acquired later on or from any one department to another or from one job to another as the management may consider it necessary in its discretion, from time to time without detriment to your status or emoluments.
15. You shall keep the company informed of any change in your residential address or any civil status.

16. The retirement age as per the company's policy is 60 years
17. Your initial place of posting will be at **Bangalore**.
18. At the time of joining, you are requested to produce the original certificates in proof of (a) age, (b) Qualification, (c) Relieving Order from the present employer, if applicable (or) copy of your resignation letter to the previous employer.
19. In case your written acceptance of this offer is not received within 30 days of issue, this offer will be treated as withdrawn and cancelled, without any further reference to you.
20. In case you do not report for duty within 10 days of the joining date indicated by you in the duplicate copy of the letter, the offer will be treated as withdrawn and canceled, without any further reference to you.
21. Please sign and return the duplicate copy of this letter enclosed as a token of your acceptance of the above mentioned terms and conditions and indicate your date of joining the company.
22. You are expected to work with Tessolve for a minimum period of three years from the date of joining. In accordance to this requirement, you are required to sign a Service agreement confirming your commitment for a minimum period of 3 years (Three Years) with Tessolve.

We welcome you to **Tessolve** family and look forward to a long, successful and mutually beneficial association.

With Best Wishes

FOR TESSOLVE SEMICONDUCTOR PVT LTD



Director – HR & Operations

I have read, understood and accept the above-mentioned terms and conditions and I will join duty on _



Date: - 23-2-19

Dear Matharishwa Bhat

We are pleased to offer you a position as Software engineer trainee for KREATIO Software Pvt. Ltd, based on the following terms and conditions:

This is an abridged version of the standard appointment letter. The full appointment letter will be provided on the day your join.

1. Position

You are appointed to the position of _____

2. Remuneration

Your Annual remuneration is INR 3,50,000 (Three lakh Fifty thousand only) excluding gratuity and company provided insurance. Your salary is payable once a month in accordance with the KREATIO's standard payroll practices. Break up will be provided at the time of joining.

3. Probation

You will be on probation for a period of Six Months. Your confirmation will be based on your performance during this period.

4. Transfer

You will initially be posted at Bangalore Office, but you are liable to be transferred at any time, to any other unit of the Company on a temporary or permanent basis. You are also liable to be transferred to any other place in India or abroad owned or operated by KREATIO Software Pvt. Ltd. or its associates on terms and conditions prevalent in the town/city.

6. Exclusiveness

You will be in exclusive employment with the Company and will not engage yourself alone or in company of any other person, in any work or business, full time or part time or of any nature.

7. Confidentiality

During the course of your employment with the KREATIO, you will be entrusted with confidential and proprietary information. You agree that such information will not be released or divulged, directly or indirectly.

8. Notice Period

The notice period to be given either by you or the Company will be 60 days during probation period and 90 days after your confirmation. In case job termination is due to any reason (e.g. Lack of performance, Attitude, Misdemeanors, Sexual harassment, Criminal Activity etc.) other than organization restructuring, the Company has no obligations to provide any notice period. In certain cases (e.g. misdemeanors, theft etc.) Company reserves the right to initiate legal action.

9. Resignation & Reliving

If you wish to resign from the service of the Company, then you need to serve the notice period as well as completely hand over your responsibilities to the person identified. Only then can you be relieved from the service of the Company.

Kindly confirm your acceptance of this offer by signing the offer letter.

List of documents that need to be submitted at the time of joining (Photocopies):

- Educational certificates
- Proof of date of Birth
- Any two proofs of identity and address (Passport, Driving license, Aadhar, PAN card, Ration card, EPIC card, etc.
- Passport
- 6 Passport size photographs

Thanking you,
Yours sincerely,



For **KREATIO Software Private Limited**



Accepted





Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Placed Students at Tekcel Automation

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Tue, Jul 9, 2019 at 10:51 AM

Pls share congratulatory message

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

From: **Ganesh** <purchase@texcel.in>
Date: Mon, 8 Jul 2019, 11:32
Subject: CANDIDATE SELECTION
To: <placement@sode-edu.in>
Cc: Harish Texcel <harish@texcel.in>, <nagesh@texcel.in>

Kind Attn: Ms. Vidya Bhat

Training & Placement Officer

Dear Madam,

Please refer our visit to your campus on date.15.06.2019 in connection with selection of Fresher Candidates for Placement in our Organisation.

Thank you for your co-operation in the process of selection of candidates.

In this connection we are pleased to inform you that the following candidates are selected in principle and shall proceed with the formalities of observing in due course.

Sl. No.	Candidate Name	USN No.
1	MOHANRAJ J SUVARNA	4MW15EC043
2	KARTHIK KAMATH	4MW15EC034
3	RAKESH K KULAL	4MW15EC065

This is for your advance information and subsequent communications of the same to the concerned candidates from your end.

We shall revert to you shortly with our Offer Letter.

Best Regards,

Ganesha. N

Tekcel Automation Pvt. Ltd.,

#72/73, Bommasandra Jigani Link Road,

Jigani, BENGALURU - 560 105.

INDIA.

Mobil No. 8095558505

Tel : + 91 - 080 - 23113807 / 08 / 09 Ext - 102

Fax : + 91 - 080 - 23113810

Email: purchase@texcel.in

GST No.: 29AACCT6410G1ZF

Dear MR. NAGENDRA UDUPA

Congratulations!

We are happy to invite you to be a member of 'Diya' family,

You have been selected. Your date of joining would be: **TBD**

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

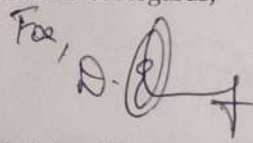
- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samridhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards,

For,

D. EBENEZER RANA
02/04/2019

Shrinivas Bhat

Senior Manager-Human Resources

Dear *Ms Najma*
Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: *TBD*

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
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- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards,

For,



D. EBINEYAR RASA
02/04/2014

Shrinivas Bhat

Senior Manager-Human Resources



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

IBM placed student Drive results held @ Sahyadri on 7th FEB' 2019

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Wed, Apr 17, 2019 at 11:17 AM

Dear Shrikanth,

Pls note that one of our students Neha Chinnaya Sherigar has been selected at IBM for the post of Tech Support Associate. Pls share congratulatory Message.

There was a misread as the names mentioned had the Sahyadri Name and our college name was not mentioned.

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

**This year believe in yourself
and achieve everything you deserve!**

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

From: **Rashmi Bhandary** <placements@sahyadri.edu.in>

Date: Thu, Mar 14, 2019 at 12:13 PM

Subject: IBM Campus Drive results held on 7th FEB' 2019

To:

Dear All,

PFB details for the students shortlisted from the event held on 7-Feb-2019.

Event Name	Event Date	Event Location	Candidate Name	Mobile No	Highest Qualification	Remarks
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Jesina Moniz	992175176	BE	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Amrutha T Shetty	7022816283	BE	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Neha Chinnaya Sherigar	9731846312	BE	Shortlisted
Sahyadri College of Engineering and	7-Feb-19	Mangalore	Sneha Bhat	9611728974	BE	Shortlisted

Management						
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Zouriath	9686284349	BE(CS)	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Supraja K	7259319829	BE	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Prapthi P Rai	8951194281	BE	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Taiba Abdul Khader	8861874343	BE(ISE)	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Sahana	9900728909	BE	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Sony T S	9480431182	BE	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Nusrath C S	9480305571	BE(EC)	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Dalia Elizabeth	9449410486	BE(Civil)	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Sweedal Shamin Dsouza	9481607948	BE(EE)	Shortlisted
Sahyadri College of Engineering and Management	7-Feb-19	Mangalore	Varsha LK	8792873234	BE(CS)	Shortlisted

Regards,
Rashmi Bhandary



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 20-Jun-2019
Name : Nikhil
Location : Karnataka,
Address : SMVITM Bantakal

Dear Nikhil,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **01-Jul-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/ODQ2MTk1Nzk=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **01-Jul-2019**.

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



USHA ARMOUR Pvt. Ltd.

20/05/2019

Ms. Nikhila Rani K
D/O, Keshava Devadiga K,
Raja Rajeshwari House,
Near Govt High School,
Vogakadu, Udupi, Karnataka.

Sub: Offer Letter for the Post of Business Development Executive

Dear Nikhila Rani K,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,37,082 (Rupees Two Lakh Thirty Seven Thousand and Eighty Two Rupees Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd

Authorized signatory

Accepted

(Nikhila Rani K)





Date: 17-Sep-18

Ref. No.: RT1/EEI/1819/0111

Mr Pavan Aithala P N
S/o Mr. Narasimha Aithala P,
#3-112 (4), Sri Guru Raghavendra Nilaya,
Hosala Village, NJC Road, Barkur,
Karnataka - 576 210

Dear Pavan,

We are delighted to submit to you this offer for appointment as a **Trainee Software Engineer L1 (Band – B)** of our team at Robosoft Technologies Private Limited. This offer letter enlists the principal terms and conditions of this employment offer. You are expected to join on **15-Jul-19**.

Under the terms of this offer:

You shall be on probation for a period of six months from the date of joining. Subject to satisfactory performance, the Company will confirm your position at the end of the probation period. However, the Company reserves the rights to further extend your probation for a maximum of another six (6) months, if required

Your remuneration on a cost-to-company basis (inclusive of benefits such as the Company's contribution to Provident Fund, Gratuity, Variable Pay etc.) as discussed with you is provided in Annexure-I.

The Company reserves the right to change the position for which you are being hired and/or your duties. Your initial place of work shall be the Company's office situated at **Udupi**, but you may be required to work in any other place as decided by the Company.

Your employment with the Company will be subject to (i) all terms and conditions which will be detailed in the letter of appointment, which will be issued to you on your date of joining the Company or earlier once you have accepted this offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's letter of appointment as a condition of your employment on the day of joining as well as a separate Non-Disclosure Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers, if any. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

This offer of employment is subject to the following conditions:

- a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;

Page No. 1

Robosoft Technologies Pvt. Ltd.

- b. The Company obtaining a satisfactory feedback from the reference checks carried out by it and/or background verification conducted through an external agency; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

This offer is also subject to your successful completion of all the curricular requirements laid down by the University/ Institution for award of the degree. You are expected to maintain high academic standards in your qualifying degree as was communicated to you during your campus placements. Your final grade/percentage will have to be same or higher than the academic cutoff specified to qualify for our written test.


This offer letter is also subject to your executing a Service Agreement for 36 months, in the prescribed proforma with our Company. A copy of the said proforma is available with our HR personnel for your review.

We look forward to you becoming a part of the Company. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **20-Sep-18** after which time this offer will be considered to have been withdrawn by the Company without further notice to you.

On the date of joining, you are expected to produce a set of documents as mentioned in Annexure-II

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Best Regards,


Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature]

[Name]

[Date]

ANNEXURE - I

Your Compensation Package, on CTC (Cost to Company) basis, shall be Rs. 325,000, per annum, as detailed below:

Sl No.	Component	Amount in Rupees per annum	Description
1	Basic Salary	97,500	Paid monthly
2	House Rent Allowance	39,000	Paid monthly
3	Conveyance Allowance	19,200	Paid monthly
4	Medical Re-imbusement	15,000	Paid monthly
5	Food & Refreshments	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	8,125	Paid monthly
7	Other Allowance	77,488	Paid monthly
	Annual Gross Salary (Total of components 1 to 7)	268,313	
8	Provident Fund (Employer's Contribution)	11,700	Employer's contribution, paid monthly
9	Medical Insurance Premium	7,800	Paid directly by the Company
10	Gratuity	4,688	Paid directly by the Company
	Total Fixed	292,500	
	Variable Pay	32,500	Paid at the end of the year based on Individual performance
	Total CTC per annum	325,000	

Group Medical insurance coverage is Rs. 3,00,000 per annum.

Statutory deductions at applicable rates, towards EPF, Professional Tax, Income Tax and any other taxes as applicable shall be effected from the monthly gross salary.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,


Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature]

[Name]

[Date]

Annex II

List of documents to be brought on the date of joining

1) Identity & Address Proof:

- a. PAN Card
- b. Aadhaar Card
- c. Passport
- d. Voter ID card or Driving License or Ration Card

Two sets of photo-copies of the above documents required

2) Academic Records:

- a. Bachelor's Degree Certificate + Final Mark List
- b. 12th Standard/PUC Mark List
- c. 10th Standard Mark List
- d. PG Degree/Diploma / Any other relevant Degree Certificate + Final Mark List (if applicable)

One set of photo-copies of all the above documents in SI 2

3) 10 Passport size + 1 Stamp Size Photos

4) For reference and antecedents' verification:

Contact details of TWO faculties like HOD, Internal Guide or any Sr. teaching faculty.

- i. Name
- ii. Designation
- iii. Email address
- iv. Mobile Phone number

Ref ID: PFSDS/B001/210/22112018

Date: November 22th, 2018

Dear Pooja Moolya,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

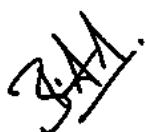
Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client’s behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the ‘Terms of Admission’ attached herewith. You are required to read the ‘Terms of Admission’ and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the ‘Terms of Admission’. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed ‘Acceptance Note’ within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as “Company”) are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Software Development Specialist Program.
- b. The program is being offered at our Bangalore campus.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. You will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore
- b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.
- c. You are required to carry out all exercises, assignments and assessments listed in our LMS and successful completion of this program is mandatory to join our on-campus program.
- d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

Batch 1 – 10th June 2019

Batch 2 – 24th June 2019

Batch 3 – 8th July 2019

Batch 4 – 22nd July 2019

Batch 5 – 12th August 2019

Batch 6 – 26th August 2019

- e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.
- f. The program is a full-time program of two months. The on-campus component of the program requires you to be at our campus during working hours. You are expected to invest up to 8 hours each day during the 2 month (60 working days) on-campus part of the program. By signing and delivering the Acceptance Note, you confirm that you are participating in the program as a candidate and that any training undertaken by you at the campus or any work location as part of the program shall not be considered as employment, or apprenticeship, or any other similar activity. Any intellectual property you may create, use, get to know about, etc., during the program shall belong to the Company, and you shall be required to assist the Company with any documentation which may be required to perfect its title in such intellectual property if the same is insisted by the Company.
- g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.
- h. To successfully complete the program, admitted candidates:
 1. Should not have any back-log/arrears in college at the time of joining the training program.

2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.
 3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.
 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).
 5. Successfully complete the external certification requirements as defined by the Company. In case the students do not pass the external certification requirements in the first attempt, student will have to re-take and pass the external certification examinations, at their own cost.
 6. Mark sheets / Academic documents that are provided later will be accepted strictly upon being verified and cross checked only. Background verification will also be done basis client request.
- i. Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. The criteria shall be defined by the faculty and may be modified from time to time at the sole discretion of the Company.
 - j. On successful completion of all components of the program, candidates will be given a 'PathFront Software Development Specialist'.
 - k. Candidates who receive the 'PathFront Software Development Specialist' shall become eligible for admission into the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including mail / chat support, online access to learning material, career counseling & guidance and discounted certification vouchers.
 - l. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

4. Program Fees & Other Payments

a. Program Fees

1. The fee for the PathFront Software Development Specialist is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only]. [Exclusive of GST]
2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:

- i. A one-time payment for the remaining amount within 15 days from the date of joining the program.
 - ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:
 - a. PAN
 - b. AADHAR
 - c. Last 6 months' bank statement
 - d. Document proof – Employment / Business
 - e. Cheque leaves as a part of collateral document
3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:
- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.
 - ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
2. Food & High tea will be provided for entire 60 Days

5. Course Requirements

You are required to bring a laptop with the following configuration or higher than the one mentioned below during on boarding:

- a. Intel Core i3 processor 4th generation
- b. 8 GB RAM (Recommended) or at least 4 GB RAM (Minimum)
- c. 300 GB or more Hard Disk Drive
- d. 14" Display Monitor
- e. DVDRW (Optional)
- f. Wi-Fi / Webcam (default feature)
- g. One or more year(s) onsite warranty
- h. Windows 8.1 Professional edition operating system - (Genuine version)
- i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to ramesh@pathfront.in

6. Documentation validation and Admission Confirmation

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
- d. 5 Passport Size Photographs of Self
- e. 3 Photographs of (Father/ Mother/Guardian)
- f. Copy of the passport [First & Last Page] / applied status is a compulsory requisite to be provided.

7. Employment Opportunities after successful Program completion

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to the candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

8. Financing Options

Self-Payment or flexi pay options available.

9. Cancellation and Withdrawal of Admission

The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:

1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by

you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

12. Confirmation of Bonafide Participation

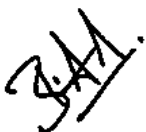
By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

13. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP.

Student Signature

Student Name

Ref ID: PFSDS/B001/258/22112018

Date: November 22th, 2018

Dear Prajwal,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

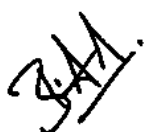
Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client's behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the 'Terms of Admission' attached herewith. You are required to read the 'Terms of Admission' and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the 'Terms of Admission'. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed 'Acceptance Note' within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as “Company”) are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Software Development Specialist Program.
- b. The program is being offered at our Bangalore campus.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. You will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore
- b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.
- c. You are required to carry out all exercises, assignments and assessments listed in our LMS and successful completion of this program is mandatory to join our on-campus program.
- d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

Batch 1 – 10th June 2019

Batch 2 – 24th June 2019

Batch 3 – 8th July 2019

Batch 4 – 22nd July 2019

Batch 5 – 12th August 2019

Batch 6 – 26th August 2019

- e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.
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- g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.
- h. To successfully complete the program, admitted candidates:
 1. Should not have any back-log/arrears in college at the time of joining the training program.

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 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).
 5. Successfully complete the external certification requirements as defined by the Company. In case the students do not pass the external certification requirements in the first attempt, student will have to re-take and pass the external certification examinations, at their own cost.
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 - j. On successful completion of all components of the program, candidates will be given a 'PathFront Software Development Specialist'.
 - k. Candidates who receive the 'PathFront Software Development Specialist' shall become eligible for admission into the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including mail / chat support, online access to learning material, career counseling & guidance and discounted certification vouchers.
 - l. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

4. Program Fees & Other Payments

a. Program Fees

1. The fee for the PathFront Software Development Specialist is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only]. [Exclusive of GST]
2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:

- i. A one-time payment for the remaining amount within 15 days from the date of joining the program.
 - ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:
 - a. PAN
 - b. AADHAR
 - c. Last 6 months' bank statement
 - d. Document proof – Employment / Business
 - e. Cheque leaves as a part of collateral document
3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:
- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.
 - ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
2. Food & High tea will be provided for entire 60 Days

5. Course Requirements

You are required to bring a laptop with the following configuration or higher than the one mentioned below during on boarding:

- a. Intel Core i3 processor 4th generation
- b. 8 GB RAM (Recommended) or at least 4 GB RAM (Minimum)
- c. 300 GB or more Hard Disk Drive
- d. 14" Display Monitor
- e. DVDRW (Optional)
- f. Wi-Fi / Webcam (default feature)
- g. One or more year(s) onsite warranty
- h. Windows 8.1 Professional edition operating system - (Genuine version)
- i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to ramesh@pathfront.in

6. Documentation validation and Admission Confirmation

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
- d. 5 Passport Size Photographs of Self
- e. 3 Photographs of (Father/ Mother/Guardian)
- f. Copy of the passport [First & Last Page] / applied status is a compulsory requisite to be provided.

7. Employment Opportunities after successful Program completion

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to the candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

8. Financing Options

Self-Payment or flexi pay options available.

9. Cancellation and Withdrawal of Admission

The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:

1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by

you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

12. Confirmation of Bonafide Participation

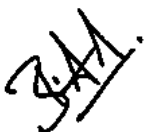
By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

13. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP.

Student Signature

Student Name

Ref No: A6/ASE/2019/T-645

03-December-2018



PREETHAM

Dear Preetham,

We are pleased to offer you the role of **Associate Software Engineer** in **Access6 Technologies ("A6")**. Your initial place of posting will be Bangalore.

Your Annual Total Compensation will be **Rs.240,000**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Your date of joining will be intimated to you on a separate mail.

A6 is keen that there is a secure environment for clients and internally too.

Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- If you have any backlog, we will not consider you for further process.
- On receiving the joining date post completion of your graduation, you have to report to Access6 office at Bangalore for final round of discussion.
- You should be ready for re-location across Pan India.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Access6 Technologies

Head – Talent Acquisition

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

Signature:

Date:

28th September 2018

To,

Mr. Puneeth S Kumar,
Sri Kaveri Nilaya,
2-109 A1, Kabyadi,
Athradi Post,
Udupi – 576107.

Dear Mr. Puneeth,

Sub : Appointment-Probation

We are pleased to appoint you as “**Member-Technical**” effective from **01st July 2019** subject to the following terms and conditions.

1. SALARY AND PERQUISITES

Your Total Compensation Structure per month will be INR.16,667/- as per Annexure.

The monthly / annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. Detailed policies / procedures/ rules and regulations governing the monthly / annual allowances, reimbursements, benefits and perquisites will be given to you after you join us.

2. CODE OF CONDUCT.

Throughout the years, iWave employees have set the standard for ethical business conduct. As part of your employment, you will be given a personal copy of our Code of Conduct. It outlines many of the details that pertain to standard of business behavior that we expect all employees to live by. It is important for you to fully understand this philosophy and the policies and procedures governing it.

3. PROBATION AND CONFIRMATION.

You will be on probation for a period of one year from the date of appointment. You will be confirmed at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. Your probation may be extended in writing, if either your conduct or performance falls short of expectations during the initial period of probation. This extension could be for another period of six months maximum. In the event your conduct or performance again falls short of expectations, your services will be terminated forthwith without further extensions of probation.

Notice period for resignation or termination is two months on either side or basic salary in lieu thereof. The Company may, at its absolute discretion, waive the notice period that is required to be given by you.

4. HEALTH EXAMINATION

You will be examined at any time by a Doctor of the Company's choice for your medical fitness to continue to work for the company and his / her opinion in this regard shall be binding on you.

5. TRANSFER

Your services can be transferred by the company in such capacity as the company may, from time to time, determine anywhere in India or abroad to any one of the parent Company's departments, subsidiaries, Joint Ventures, Associates, Sister Companies, etc. as per the needs.

Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the new place.

6. SEPARATION

On termination of employment and / or your resignation during the period of your probation or thereafter, you will immediately give up to the Company all tools, accessories, formulae, documents, specifications, books, etc. of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office(s), department(s), on production of which alone your dues, if any, will be settled by the Company.

7. RETIREMENT

Your age of retirement from the services of the Company will be on completion of fifty eight years. However, you may be retired at any age before fifty eight years during your services in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or are not able to perform given work.

The actual date of retirement shall be the last working day of the calendar month in which your 58th birthday falls.

8. PAST RECORD

If any declaration given or information furnished by you to the Company proves to false or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

9. OTHER TERMS AND CONDITIONS

Your work in the Company will be subject to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters. In addition to the above, all such other rules and regulations as may be in operation at the Company will be applicable.

10. VALIDITY OF APPOINTMENT

This letter is valid for a period of ten days from the date of this appointment letter and shall lapse automatically unless you confirm your acceptance of it by signing the duplicate in the appropriate place and returning it to the undersigned.

We look forward to working together to build a successful business.

Thanking You,

Sincerely yours,

For **iWave Systems Technologies Pvt. Ltd.**,



Abdullah Khan M.
Director - Engineering

I, PUNEETH S KUMAR agree to accept the employment on the terms and conditions mentioned in this letter and the enclosed annexure and shall join **iWave Systems Technologies Pvt. Ltd.** On 01st July 2019

Name : Puneeth S Kumar

Date: 10/10/2018



Signature

Annexure

Break-up of Monthly remuneration

Description	Amount (Rs)
Basic Salary	4167/-
H R A	1667/-
Conveyance Allowances	1600/-
Special Allowances*	8533/-
Employer's contribution to PF	500/-
Gratuity	200/-
Total Compensation Structure	16667/-

* All reimbursements in the nature of medical reimbursements, Leave Travel Allowance, Interest Subsidy, Medical Insurance and any other benefit from the Company not specifically mentioned above will be adjusted against special allowance.

Annexure-B

Effective Experience	Nil
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Dr. C K Manjunath <placement@sode-edu.in>

Re: Karmic Design - Final Results

1 message

Placement Officer Sjec <placement_sjec@sjec.ac.in>

Thu, Nov 22, 2018 at 1:33 PM

To: Kvgce Sullia <placement.kvgce@gmail.com>, COORG <citplacementdept@gmail.com>, PLACEMENT PACE <placement@pace.edu.in>, Placement Cell <placement@vcetputtur.ac.in>, rashmi bhandardy <placement.department@canaraengineering.in>, placement@mitkundapura.com, Shree Devi Institute of Technology <placement.sdit@gmail.com>, Placement SIT <sit.plt.mangalore@gmail.com>, Sahyadri Placements <placements@sahyadri.edu.in>, MITE <placement@mite.ac.in>, SDMIT UJIRE <sdmitplacement@gmail.com>, placement yit <placement@yit.edu.in>, Alvas <placement.alvas@gmail.com>, BITPlacements Mangalore <bitplacementsmangalore@gmail.com>, placements@bitmangalore.edu.in, Srinivas School Of Engineering Mukka <placementsic@srinivasgroup.com>, deptofece8@gmail.com, "MADHWA College, Udupi" <placement@sode-edu.in>, placements@karavaliinstituteoftechnology.com

Dear All,

Please find below the results of Karmic Design final round of interview.

Name	College
Deeksha P K	KVGCE, Sullia
Punyashree	Sahyadri college of Engineering & Mgt
Kiran	SMVITM, Bhantkal
Rajesh	SMVITM, Bhantkal
Anusha A M	Srinivas Institute of Technology
Kiran Hebbar A	VCET PUTTUR D K

Regards
Sangeeta

On Wed, Oct 31, 2018 at 11:38 AM Placement Officer Sjec <placement_sjec@sjec.ac.in> wrote:

Dear All,

Karmic Design will be visiting SJEC on 3rd November 2018.

Please find below the details of the drive:

Eligibility criteria are:

1. Candidates with 80% aggregate in SSLC & PUC,
2. 70% aggregate in BE (E&C,E&E and Instrumentation technology) 2019 pass out
3. No live backlogs
4. Candidates who are interested to be a part of core company

Interview Process:

1. Written aptitude test
2. Personal round of Interview (at a later date at Karmic Office, Manipal for shortlisted students)

Reporting Time: 9.00 am

Training charges:

Timeline	Fixed Training Charge	Variable Training Charge	Percentage calculation	Total
0-12 months (Training Period)	2,50,000	2,50,000.00	Full Amount INR 5 Lakh = INR 2.5 Lakh plus INR 2.5 Lakh	INR 5,00,000.00
13-24 months	2,50,000	2,50,000.00		INR 5,00,000.00
24-36 months	2,50,000	1,87,500.00	INR 2.5 Lakh plus 75% of INR 2.5 lakh	INR 4,37,500.00
36-48 months	2,50,000	1,25,000.00	INR 2.5 Lakh plus 50% of INR 2.5 lakh	INR 3,75,000.00
48-60 months	2,50,000	62,500.00	INR 2.5 Lakh plus 25% on 2.5 lakh	INR 3,12,500.00
61 months onwards	0	0	0	0

Please note: Training Charges are not paid by the students in advance. This will be incurred (as shown in the above table) only if the candidates resigns during his/her 5 years tenure.

CTC Details:

During training period- 1.2 lakhs p.a

After 1 year - 3 lakhs p.a

Food: Provided by the company

Health Insurance : 5 lakhs of insurance covered every year along with the family.

Please share the database of the interested students by EOD tomorrow.

--

**Regards,
Sangeeta Ferrao
Placement Officer
St. Joseph Engineering College
Mangalore- 575028**

**Office:0824-2263763
Mb: 9008752809
Email : placement_sjec@sjec.ac.in
sangeetaf@sjec.ac.in**

Website: www.sjec.ac.in

--

**Regards,
Sangeeta Ferrao
Placement Officer
St. Joseph Engineering College
Mangalore- 575028**

**Office:0824-2263763
Mb: 9008752809
Email : placement_sjec@sjec.ac.in
sangeetaf@sjec.ac.in**

Website: www.sjec.ac.in

This email may contain privileged and confidential information intended solely for the use of the addressee(s). If you are not the intended recipient, please notify the sender by email and delete the original message. Further, you are not to copy, disclose, or distribute this email or its contents to any other person and any such actions are unlawful. This email may contain viruses. St Joseph Engineering College (SJEC) has taken every reasonable precaution to minimize this risk, but is not liable for any damage you may sustain as a result of any virus in this email. You should carry out your own virus checks before opening the email or attachment. SJEC reserves the right to monitor and review the content of all messages sent to or from this email address. Messages sent to or from this email address may be stored on the SJEC email system.

CALL LETTER

Date: 02/05/19

Dear Ranjitha.....

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on 1st week of July 2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 7338651653

USN NO

Qspiders BTM, Bangalore
9980600900 / 9980517008

Ref ID: PFSDS/B001/207/22112018

Date: November 22th, 2018

Dear Rashmi K H,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

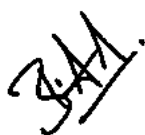
Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client's behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the 'Terms of Admission' attached herewith. You are required to read the 'Terms of Admission' and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the 'Terms of Admission'. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed 'Acceptance Note' within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as “Company”) are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Software Development Specialist Program.
- b. The program is being offered at our Bangalore campus.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. You will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore
- b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.
- c. You are required to carry out all exercises, assignments and assessments listed in our LMS and successful completion of this program is mandatory to join our on-campus program.
- d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

Batch 1 – 10th June 2019

Batch 2 – 24th June 2019

Batch 3 – 8th July 2019

Batch 4 – 22nd July 2019

Batch 5 – 12th August 2019

Batch 6 – 26th August 2019

- e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.
- f. The program is a full-time program of two months. The on-campus component of the program requires you to be at our campus during working hours. You are expected to invest up to 8 hours each day during the 2 month (60 working days) on-campus part of the program. By signing and delivering the Acceptance Note, you confirm that you are participating in the program as a candidate and that any training undertaken by you at the campus or any work location as part of the program shall not be considered as employment, or apprenticeship, or any other similar activity. Any intellectual property you may create, use, get to know about, etc., during the program shall belong to the Company, and you shall be required to assist the Company with any documentation which may be required to perfect its title in such intellectual property if the same is insisted by the Company.
- g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.
- h. To successfully complete the program, admitted candidates:
 1. Should not have any back-log/arrears in college at the time of joining the training program.

2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.
 3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.
 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).
 5. Successfully complete the external certification requirements as defined by the Company. In case the students do not pass the external certification requirements in the first attempt, student will have to re-take and pass the external certification examinations, at their own cost.
 6. Mark sheets / Academic documents that are provided later will be accepted strictly upon being verified and cross checked only. Background verification will also be done basis client request.
- i. Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. The criteria shall be defined by the faculty and may be modified from time to time at the sole discretion of the Company.
 - j. On successful completion of all components of the program, candidates will be given a 'PathFront Software Development Specialist'.
 - k. Candidates who receive the 'PathFront Software Development Specialist' shall become eligible for admission into the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including mail / chat support, online access to learning material, career counseling & guidance and discounted certification vouchers.
 - l. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

4. Program Fees & Other Payments

a. Program Fees

1. The fee for the PathFront Software Development Specialist is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only]. [Exclusive of GST]
2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:

- i. A one-time payment for the remaining amount within 15 days from the date of joining the program.
 - ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:
 - a. PAN
 - b. AADHAR
 - c. Last 6 months' bank statement
 - d. Document proof – Employment / Business
 - e. Cheque leaves as a part of collateral document
3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:
- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.
 - ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
2. Food & High tea will be provided for entire 60 Days

5. Course Requirements

You are required to bring a laptop with the following configuration or higher than the one mentioned below during on boarding:

- a. Intel Core i3 processor 4th generation
- b. 8 GB RAM (Recommended) or at least 4 GB RAM (Minimum)
- c. 300 GB or more Hard Disk Drive
- d. 14" Display Monitor
- e. DVDRW (Optional)
- f. Wi-Fi / Webcam (default feature)
- g. One or more year(s) onsite warranty
- h. Windows 8.1 Professional edition operating system - (Genuine version)
- i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to ramesh@pathfront.in

6. Documentation validation and Admission Confirmation

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
- d. 5 Passport Size Photographs of Self
- e. 3 Photographs of (Father/ Mother/Guardian)
- f. Copy of the passport [First & Last Page] / applied status is a compulsory requisite to be provided.

7. Employment Opportunities after successful Program completion

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to the candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

8. Financing Options

Self-Payment or flexi pay options available.

9. Cancellation and Withdrawal of Admission

The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:

1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by

you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

12. Confirmation of Bonafide Participation

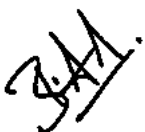
By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

13. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP.

Student Signature

Student Name

CALL LETTER

Date: 02/05/19

Dear...Sabana...Kini K

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on 1st week of July 2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java, Manual Testing, SQL & Aptitude.
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb: 7338651653

USN NO

Jspiders BTM, Bangalore
9980600900/9980511008

Ref No: A6/ASE/2019/T-648

03-December-2018



SHARADA

Dear Sharada,

We are pleased to offer you the role of **Associate Software Engineer** in **Access6 Technologies ("A6")**. Your initial place of posting will be Bangalore.

Your Annual Total Compensation will be **Rs.240,000**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Your date of joining will be intimated to you on a separate mail.

A6 is keen that there is a secure environment for clients and internally too.

Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- If you have any backlog, we will not consider you for further process.
- On receiving the joining date post completion of your graduation, you have to report to Access6 office at Bangalore for final round of discussion.
- You should be ready for re-location across Pan India.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Access6 Technologies

Head – Talent Acquisition

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

Signature:

Date:

6th December 2018**Shetty Nikitha Narendra****Dear Shetty Nikitha Narendra,**

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **“Test Engineer 1”** as per the terms and conditions given below:

1. You are required to report at Tessolve on 17th June 2019, to start the technical training for one month, during which period you will be paid a stipend of Rs. 10000 (Rupees Ten Thousand Only). The other terms and conditions of the offer, as mentioned from clause no. 2 to 22, will be applicable after completion of one month technical training. Your actual employment after training will commence from 17th July 2019 with the full time CTC as mentioned in the page no.4.
2. The salary and other emoluments and benefits, as per Annexure, will be applicable upon successful completion of the training. The details pertaining to your appointment letter and salary are strictly confidential between you and the company and you should not discuss these details with anyone within or outside the company, except your Senior Manager or the HR in-charge.
3. You shall be on probation for a period of six months, with effect from the date of completion of the training period. Should your work be found satisfactory at the end of the period of probation, your appointment will be confirmed in writing. Unless so confirmed in writing, you shall continue to be on probation. The probation period is extendable at the sole discretion of the management.
4. From the date of joining, you will abide by the Provident Fund, Medical and LTA and Leave Rules, as applicable to you.
5. During the probationary period and after confirmation, your service will be terminable at the discretion of the company on giving ninety days of notice or on payment of ninety days pay in lieu of such notice. If you wish to resign from the services of the company during probation period and after confirmation, you will do so by giving ninety days prior notice.
6. During the period of your employment with the company you shall not secure or try to secure any other employment, whether full time or part time, or engage in any commercial business or pursuit on your own account or as an agent for others. During your employment with the company, you shall not undertake any course or study without getting permission from the management.

7. During the period of your employment with the company you may be required to work on customer projects. If you were to resign from the services of the company, you shall not work for the same customer or customer's customer (for the projects handled within last one year) either directly as an employee/contractor or through another organization, for a period of six months from your separation from the company.
8. You shall not at any time, without the consent of the company, disclose, divulge or make public, except under legal obligation, by word of mouth or otherwise, details of manufacturing processes, technical know-how, security arrangements, administration, accounts of any other dealings of the company known to you in the course of your service or otherwise.
9. You shall abide by the Rules and Regulations of the company which are in force and / or which may be framed from time to time.
10. You shall be responsible for the safekeeping and return in good condition and order of all the company's property, which may be in your use, custody or charge.
11. You will work under the supervision of such officers, as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you to the best of your power, skill and ability in the best interests of the company.
12. You are required to maintain yourself in a state of medical/physical, mental fitness and ensure annual medical checkups. Any neglect on your part in this regard may render your service liable for termination with immediate effect.
13. If at any time in the opinion of the company, which shall be final, you become insolvent or are found guilty of dishonesty, disobedience, misappropriation, theft, fraud, disorderly behavior, negligence, indiscipline, absence from duty without permission, violation of any company policies or of any other conduct considered by the company as detrimental to its interests or of violation of one or more terms of this appointment, you would either be subject to strict disciplinary action or your services may be terminated without notice, based on the severity of the violation.
14. You are liable to be transferred to any place of business of the organization whether existing or acquired later on or from any one department to another or from one job to another as the management may consider it necessary in its discretion, from time to time without detriment to your status or emoluments.
15. You shall keep the company informed of any change in your residential address or any civil status.

16. The retirement age as per the company's policy is 60 years
17. Your initial place of posting will be at **Bangalore**.
18. At the time of joining, you are requested to produce the original certificates in proof of (a) age, (b) Qualification, (c) Relieving Order from the present employer, if applicable (or) copy of your resignation letter to the previous employer.
19. In case your written acceptance of this offer is not received within 30 days of issue, this offer will be treated as withdrawn and cancelled, without any further reference to you.
20. In case you do not report for duty within 10 days of the joining date indicated by you in the duplicate copy of the letter, the offer will be treated as withdrawn and canceled, without any further reference to you.
21. Please sign and return the duplicate copy of this letter enclosed as a token of your acceptance of the above mentioned terms and conditions and indicate your date of joining the company.
22. You are expected to work with Tessolve for a minimum period of three years from the date of joining. In accordance to this requirement, you are required to sign a Service agreement confirming your commitment for a minimum period of 3 years (Three Years) with Tessolve.

We welcome you to **Tessolve** family and look forward to a long, successful and mutually beneficial association.

With Best Wishes

FOR TESSOLVE SEMICONDUCTOR PVT LTD



Director – HR & Operations

I have read, understood and accept the above-mentioned terms and conditions and I will join duty on _____

Signature :

Date :

Annexure - Emoluments & Benefits

Name: Shetty Nikitha Narendra
Designation: Test Engineer 1
Location: Bangalore
WEF: 17-July-19

Grade: T7B
Job Category: Technical

<i>Salary</i>	<i>Cost to Company</i>	
	<i>In Indian Rupees</i>	
	<i>Per Month</i>	<i>Per Annum</i>
Basic	10000	120000
HRA @ 50% of Basic	5000	60000
Conveyance allowance	1600	19200
Medical Allowance	1250	15000
Flexible Benefit Plan	5950	71400
Total (A)	23800	285600
Company Contribution (B)		
Provident Fund @12%	1200	14400
Total (B)	25000	300000
Gratuity *	481	5772
Health & Personal Accident Insurance *	500	6000
Statutory Bonus *	1400	16800
Leave Benefits *	666	8000
Total Emoluments (A + B + C)	28047	336564

FOR TESSOLVE SEMICONDUCTOR PVT LTD



Thirumalesh Babu
Director - HR & Operations

Other Benefits

1) Medical Reimbursement:

This reimbursement will be provided on a monthly basis and bills need to be submitted to avail tax exemption at the end of the financial year

2) (*) as per prevailing company policy

3) From total A Component, employee contribution of PF, Professional Tax and Income Tax, as applicable, will be deducted.

Non-disclosure and Non-compete Agreement

This Non-disclosure and Non-compete agreement is made effective as of 17th June 2019 by and between M/s. Tessolve Semiconductor Pvt. Ltd. ("The Company") and Shetty Nikitha Narendra ("The Employee").

The Employee and the Company has entered into an agreement providing for the Company's Employment of Employee (the "Employment Agreement") and deem it in their respective interests to enter into an agreement providing the obligation of non-disclosure and non-compete for the Employee.

In consideration of the mutual promises and agreements contained herein, and for other good and valuable consideration, the receipt of which is hereby acknowledged, the parties hereto agree as follows.

At all times while this agreement is in force and after its expiration or termination, the Employee agrees to use his / her best efforts to abide by the non-disclosure and non-compete terms of this agreement mentioned below.

- a) The Employee agrees to refrain from disclosing the Company's customer lists, patents, trademarks, trade secrets, or other confidential material, and to take reasonable security measures to prevent accidental disclosure and industrial espionage.
- b) In case of separation from the Company, the Employee agrees to not join the same customer or customer's customer (for the projects handled within last one year), either directly as an employee/contractor or through another organization, at least for a period of six months after separation from the Company.
- c) In case of separation from the Company, the Employee agrees to not use the research done in the course of work done for the Company, at least for a period of six months after separation from the Company.
- d) In case of violation of any of the above are proven or admitted, the Employee agrees to pay a sum of Rupees two lakhs as liquidated damages to the Company, and will also be liable for further prosecution by the Company.

IN WITNESS WHEREOF, M/s. Tessolve Semiconductor Pvt. Ltd. and the Employee have signed this agreement.



[For M/s. Tessolve Semiconductor Pvt. Ltd.]

Date:

Shetty Nikitha Narendra

Date:



SMVITM Placement Officer <placement@sode-edu.in>

From SMVITM: Query on offer letters

namitha.shetty@idbifederal.com <namitha.shetty@idbifederal.com>
To: Placement Officer SMVITM <placement@sode-edu.in>

Thu, Apr 4, 2019 at 11:13 AM

Hello Vidya,

As per your request I have added the full names.

Shridevi Bapuraya Natikar
Kavya Shetty
Meghan V S
Anusha Kumari
Neha Krishnamurti
Shwetha Poojary
Suman Kanoj

Best,
Namitha

[Quoted text hidden]

Dear

Ms. Shweta Nair

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: TBD

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further formation/clarifications you may need.

Thanks & Regards,

For,



D. EBINEYAR RASA
Shrinivas Bhat 02/04/2014

Senior Manager-Human Resources

Ref No: A6/ASE/2019/T-633

03-December-2018



SUPREETH G RAO P

Dear Supreeth G Rao P,

We are pleased to offer you the role of **Associate Software Engineer** in **Access6 Technologies ("A6")**. Your initial place of posting will be Bangalore.

Your Annual Total Compensation will be **Rs.240,000**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Your date of joining will be intimated to you on a separate mail.

A6 is keen that there is a secure environment for clients and internally too.

Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- If you have any backlog, we will not consider you for further process.
- On receiving the joining date post completion of your graduation, you have to report to Access6 office at Bangalore for final round of discussion.
- You should be ready for re-location across Pan India.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Access6 Technologies

Head – Talent Acquisition

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

Signature:

Date:

Ref No: A6/ASE/2019/T-652

03-December-2018



SWAROOP SHETTY

Dear Swaroop Shetty,

We are pleased to offer you the role of **Associate Software Engineer** in **Access6 Technologies ("A6")**. Your initial place of posting will be Bangalore.

Your Annual Total Compensation will be **Rs.240,000**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Your date of joining will be intimated to you on a separate mail.
A6 is keen that there is a secure environment for clients and internally too.
Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- If you have any backlog, we will not consider you for further process.
- On receiving the joining date post completion of your graduation, you have to report to Access6 office at Bangalore for final round of discussion.
- You should be ready for re-location across Pan India.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Access6 Technologies

Head – Talent Acquisition

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

Signature:

Date:

Mr. Vaishakh
So. Niranjana Kumar S
Hari Nivasa post Paniyoor,
Near Uchila,
Udupi District-574117.

Sub: Employment offer

Dear **Mr. Vaishakh**:

We are happy to inform you that you are selected for a job in our company. We offer you employment once you successfully complete your course.

We are pleased to offer you the position of "**Engineer Trainee**" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of **Rs.30000/-** (CTC Thirty Thousand only) and it will be credited to respective Bank salary account.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on the basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The Company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on Company work both, local and outstation, for which you will be paid travel expenses as per the Company policy.

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.

This offer stands valid till **December 31, 2019** unless extended by Accord in future communication.

As per your record produced to us, your date of birth is **March 09, 1997**

We welcome you to Accord Global Technology Solutions Private Limited Family and Look forward to have a long and fruitful association.

Please note: Our further communication will be through email only.

Kindly confirm your acceptance by signing and returning a copy of this letter.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.



Raghavendra K S
Group Manager - HR

December 10, 2018.

Acceptance:

I Mr. VALSHAKH accept the terms and conditions of this offer and will be joining your company on receipt of intimation from Accord, regarding the date of joining.

Signature: 

Date: 19/12/18



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Placed students of 2019 @| SANRIA Engineering

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Sat, Jul 27, 2019 at 3:04 PM

Pls share congratulatory Message..

and add to the total count ...

Good Wishes,



Vidya Bhat

Training & Placement Officer

+91 9481032207 / +91 7483031201.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

On Attitude!

A humble person is more concerned

About what is right than about being right!

About embracing new truths than defending outdated positions

About building the team than finding faults

About recognizing contribution than being recognized for making it

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

From: <recruiter@sanriaengineering.com>

Date: Fri, Jul 26, 2019 at 5:38 PM

Subject: Offered Candidates || SANRIA Engineering

To: <principal@sode-edu.in>, <placement@sode-edu.in>

Cc: Haris <haris.aw@sanriaengineering.com>, kpmahesh <kpmahesh@sanriaengineering.com>, Sneha <sneharp@sanriaengineering.com>

Dear Sir,

Please find below list of candidates who have been offered and reporting date will be 10th August 2019.

SI No	Name
1	Imthiyaz
2	Sudarshan M
3	Shreyas S S

4

Mahesh Acharya

Regards,
HR Team

From: recruiter@sanriaengineering.com
Sent: Monday, July 22, 2019 1:04 PM
To: principal@sode-edu.in ; placement@sode-edu.in
Cc: [Haris](#) ; [kpmahesh](#) ; [Sneha](#)
Subject: Shortlisted Candidates || SANRIA Engineering

Dear Sir,

Please find below list of candidates shortlisted.

We will be having one more round of discussion with them through video conference by this week.

We will be sharing link of video conference in subsequent mail.

SI No	Name	College	Status
1	Imthiyaz	SMVIT	Selected
2	Sudarshan M	SMVIT	Selected
3	Charan Rao	SMVIT	Selected
4	Gurucharan	SMVIT	Selected
5	Shreyas S S	SMVIT	Selected
6	Mahesh Acharya	SMVIT	Selected
7	Venkatesh Acharya	SMVIT	Selected

Regards,
HR Team



SMVITM Placement Officer <placement@sode-edu.in>

Placed Students @: SSS Spring Company Pool Campus Drive@ Anjumans, Bhatkal

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Mon, Apr 15, 2019 at 2:59 PM

Pls share congratulatory message

Congratulations! You all have made us proud! Be a big fish in a big pond! God bless!

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself
and achieve everything you deserve!

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

From: **AITM Training and Placement Office** <aitmplacements@anjuman.edu.in>
Date: Mon, Apr 15, 2019 at 2:48 PM
Subject: SSS Spring Company Pool Campus Drive result.
To: Placement Officer SMVITM <placement@sode-edu.in>

Hi Mam,

Hearty Congratulation to the following students of your college got placed for Stumpp, Schuele & Somappa Pvt Ltd Bangalore, Pool Campus Drive conducted on 10th April 2019 at AITM, Bhatkal. I also must thanks you for your kind cooperation.

Vishal Devendra Naik	4MW15ME120	SMVITM	9164390038
Shailesh	4MW15ME097	SMVITM	9731647675
Prajwal Shetigar	4MW15ME073	SMVITM	884907066
Prajwal	4MW15ME072	SMVITM	9964698443

Surindra	4MW15ME113	SMVITM	8197601249
Shreyas A Acharya	4MW16ME408	SMVITM	7829746966
Chidanand	4MW13ME023	SMVITM	9071836309

The following students attended the placement Drive on 10th April 2019 at AITM Bhatkal.

Vishal Devendra Naik

4MW15ME120

SMVITM

9164390038

Shailesh

4MW15ME097

SMVITM

9731647675

Prajwal Shetigar

4MW15ME073

SMVITM

884907066

Prajwal

4MW15ME072

SMVITM

9964698443

Rakith

4MW15ME083

SMVITM

7348850247

Rahul

4MW15ME080

SMVITM

8867958447

Surindra

4MW15ME113

SMVITM

8197601249

Prajwal

4MW15ME071

SMVITM

7829242345

Sunil

4MW15ME112

SMVITM

9880448812

Shreyas A Acharya

4MW16ME408

SMVITM

7829746966

Reevan Lobo

4MW15ME086

SMVITM

8748904867

Chidanand

4MW13ME023

SMVITM

9071836309

With Regards
Taufique Ahmed
T&P Officer
AITM, Bhatkal
Mobile: 9036470079



Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

SIMS : OFFER LETTER FOR JOINING GME SEPTEMBER 2019 BATCH

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Mon, Apr 15, 2019 at 10:47 AM

Share congratulatory email!

Good Wishes,

Vidya Bhat
Training & Placement Officer
+91 9481032207 / +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in**Success Mantra**

This year believe in yourself
and achieve everything you deserve!

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

From: **Rakshith Ravindra** <rakshithravindra97@gmail.com>
Date: Mon, Apr 15, 2019 at 10:43 AM
Subject: Fwd: OFFER LETTER FOR JOINING GME SEPTEMBER 2019 BATCH
To: Placement Officer SMVITM <placement@sode-edu.in>

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

From: **Sumeet Shrivastav** <admission.sims@samundra.com>
Date: Fri, Apr 12, 2019, 1:34 PM
Subject: OFFER LETTER FOR JOINING GME SEPTEMBER 2019 BATCH
To: <rakshithravindra97@gmail.com>

Ref: CAMPGME0539_Sep_19 / SEP 2019 BATCH
12/04/2019

Date:

To,

Mr. RAKSHITH R,

Dear Candidate,

We are pleased to inform you that on the basis of your performance in written test & interview, you have been shortlisted for undergoing one year Graduate Marine Engineers course in our institute which will be followed by 06 months onboard training on any of ESM managed vessels. This will be subject to verification of all your original certificates, at the time of reporting. Offer of admission will be subject to your meeting all our eligibility criteria as mentioned below in the end.

You are requested to inform the admission team and/or SIMS zonal office about your interest to join the course by an official email within 48 hours of receiving this offer letter. You are required to report to our company approved doctor (list attached) and undergo medical examination within 2 days of receiving this communication.

Once you are declared fit for sea service by company approved doctor, you will be required to submit the joining fees of RS.50,000/- (**Non Refundable**) within 24 hours by net banking. Bank details for payment through net banking are mentioned below. Once the payment is carried out, UTR reference, name of acct holder and name of bank must be intimated to admission.sims@samundra.com and accts1.lnv@samundra.com

Institute Name	Samundra Institute of Maritime Studies (SIMS)
Account Number	0474232000055
Bank & Branch	HDFC – Lonavala
IFSC Code	HDFC0000474

Your Admission will be confirmed only upon the receipt of "Joining fees" which is nonrefundable. Kindly note that the admission will be on first come first served basis. In case you fail to submit the joining fees within the given time frame, your name will be shifted to the waiting list.

GME Fees Structure:

Joining Fees:	Rs. 50,000/-
1 st Semester Fees	Rs. 3,73,500/- (On or before 31 ST Aug 2019)
2 nd Semester Fees	Rs. 1,16,500/- (Before commencement of 2 nd Semester)
Total	Rs. 5,40,000/-

Please be advised that you are required to submit all original mark sheets and certificates before the date of commencement of course. The certificates and documents submitted by you will be verified in due course and if found to be fake or tampered with, your training will be terminated immediately and you may be subjected to criminal procedures as per law.

We wish you a very bright career in merchant navy and hope to see you at Lonavala.

Thanks & Regards,

Admission Team

Samundra Institute of Maritime Studies

Village Takwe Khurd, Dist. Pune,

Lonavala, Mumbai-Pune Highway (NH-4),

Maharashtra - 410405

-

Eligibility Criteria for GME Course:

Age	<ul style="list-style-type: none"> ▸ Not more than 25 years on date of commencement of course (DOB on all documents should tally)
Marital Status	<ul style="list-style-type: none"> ▸ Unmarried
Academic	<ul style="list-style-type: none"> ▸ Graduation in BE (Mechanical) Engineering / recognized by AICTE/ UGC Deemed University approved Institute during the entire duration of engineering with a minimum marks of 55% in final year.
	<ul style="list-style-type: none"> ▸ Completion of the degree in 4 years from the date of admission (3 yrs in case of Diploma candidates)
	<ul style="list-style-type: none"> ▸ Numbers of ATKTs / Arrears / Repeats / Fail subjects during the entire degree programme: Not more than six attempts
Medical	<ul style="list-style-type: none"> ▸ Physically fit and meet the standards laid out by DG Shipping & ESM / SIMS (Med exam to be conducted by Company approved doctor, only)
Language	<ul style="list-style-type: none"> ▸ English shall be one of the subjects with minimum marks scored 50% in class X or XII
Eyesight	<ul style="list-style-type: none"> ▸ 6/12 in each eye or 6/9 in the better eye & 6/18 in the other eye.
	<ul style="list-style-type: none"> ▸ Corrective lenses permitted. No colour-blindness.

LIST OF COMPANY APPROVED DOCTORS

SR. NO	NAME OF DOCTOR	NAME OF CLINIC & ADDRESS
1	Dr. V.Z. BelaniYear - 2001	Dr. Belani's Blue Shield Medical Clinic, 1st floor, Cecil court, Mahakavi Bhushan Road, Next to Regal cinema,Mumbai – 400 001.Email : colaba@bsmc.inTel : (022) 6604 7777 / 2287 3419
2	Dr. Chirag J. PatilYear - 2014	Dr. Belani's Blue Shield Medical Clinic, Ground Floor, Windfall, Sahar Plaza, Andheri - Kurla road, Andheri (E),Mumbai – 400 099.Email : dr.patil@bsmc.in: andheri.east@bsmc.inTel : (022) 6604 8888 / 2823 5050
3	Dr. Bipin Jethalal LalYear - 2015	Dr. Belani's Blue Shield Medical Clinic,10th Floor, Crescent Royale, Off New Link Road, Andheri (W),Mumbai – 400 053.Email : andheri.west@bsmc.inTel : (022) 6671 3876
4	Dr. N.K. SoodYear-2005	Surya Diagnostic CentreT-16/8, Mehrauli, Near Lal Masjid,New Delhi – 110030.Email : suryadc@gmail.comTel : (011) 65354608
5	Dr. Jaideep Singh ChadhaYear-2015	Fortis Medcentre, SCO. 11, Sector 11-D, Chandigarh – 160 011. Email : jaichadha2007@gmail.comTel : (0172) 5061222 / 5055441
6	Dr. P. V. UnnikrishnanYear-2002	Sakthi Medical Centre,Market Canal Road, Cochin-682 035.Email : drunnisree@yahoo.comTel : (0484) 2353783
7	Dr. A. H. BalajiYear-2001	Balaji Medical Centre, Old No. 18, New No. 4, JagadeeswaranStreet, T. Nagar, Chennai – 600 017.Email : dr@balajimedicalcentre.comTel : (044) 2436 4651 / : (044) 2436 4652 / 53 / 54
8	Dr. J.P. GuhaYear-2005	AMRI, 97A, Southern Avenue, Kolkata – 700 029. Email : jyotiprakasguha@rediffmail.comTel : (91) 82320 70268 / 98319 26407
9	Dr. Sanjiv MukherjeeYear-2003	Maritime Medical Consultancy,11/1-A, Manoharpukur Road,Kolkata – 700 026Email : m_m_c@maritimemedical.netTel : (033) 2419 2186 / 2187Fax : (033) 2419 2386
10	Dr. Nishant SinhaYear- 2015	Nirogyam, M.I.G - 36, Near Shalimar Sweets,Kankarbagh, Patna – 800 020, Bihar.Email : drnishantsinha7@rediffmail.comTel : (91) 93341 10049 / 96502 30077



Dr. C K Manjunath <placement@sode-edu.in>

Placed students @ RS Group_ 2019 Results

1 message

Placement Officer SMVITM <placement@sode-edu.in>
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Mon, Mar 25, 2019 at 4:00 PM

Share congratulatory message Finalized for Internship with RS Group

When documenting too make a separate column for internship offers
Good Wishes,

Vidya Bhat
Training & Placement Officer
+91 9481032207 / +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra
This year believe in yourself
and achieve everything you deserve!

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

From: **Rashmi Bhandary** <placements@sahyadri.edu.in>
Date: Mon, Mar 25, 2019 at 3:57 PM
Subject: RS Group_ 2019 Result Announcement
To: Placement SIT <sit.plt.mangalore@gmail.com>, Placement Department <placement.department@canaraengineering.in>, Vijay Ramanan <placement@sode-edu.in>

Dear Students,

We are happy to announce the result of RS Group campus interview conducted on March 23, 2019 at Sahyadri College of Engineering, Mangalore. Please find the below list of candidates who are finalized for internship;

Sl. No	Name of the Candidate	Institute Name
1	Vikas Mallik	Sahyadri College of Engineering
2	Arun N Devadiga	Sahyadri College of Engineering
3	Rakshith R	Sri Madhwa Vadiraja Institute of Technology

4	U Suraj Shet	Sri Madhwa Vadiraja Institue of Technology
5	Sagar	Sri Madhwa Vadiraja Institue of Technology
6	Gaurav Y L	Canara Engineering College
7	Varun Kamath A	Canara Engineering College

The following terms and conditions are:

- Location: RSATPL, 36/2, 36/3, Ekrajpora, Sulibele Hobli, Hoskote, Bangalore-562 114
- Work Schedule:6 days week (in shifts)
- Stipend per month: Rs. 6000/- per month for 6 months;
- Accommodation & Transportation: Provided by RS Group
- Performance Review: Upon completion of 6 months of internship, individual performance will be evaluated based on which services may be confirmed.

The final shortlisted candidates are requested to join from July 15, 2019 along with the required documents which will be communicated to individuals

Regards,

Rashmi Bhandary



Mr. Sanjay Bhandari
SHRI NIVAS /-120(1)
DALADI YEDTHADY POST
UDUPI-576210

Sub: Offer Letter for the Post of Marketing Engineer

Dear Sanjay,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Marketing Engineer".

Your CTC (Cost to the Company) will be **2,73,660 (Rupees Two Lakh Seventy Three Thousand Six Hundred Sixty Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 20th June 19 and accordingly you may join us on or before to 20th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd

Authorized signatory

Accepted

(Sanjay)

01/06/2019



USHA ARMOUR Pvt. Ltd.

20/05/2019

Ms. Nikhila Rani K
D/O, Keshava Devadiga K,
Raja Rajeshwari House,
Near Govt High School,
Vogakadu, Udupi, Karnataka.

Sub: Offer Letter for the Post of Business Development Executive

Dear Nikhila Rani K,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,37,082 (Rupees Two Lakh Thirty Seven Thousand and Eighty Two Rupees Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

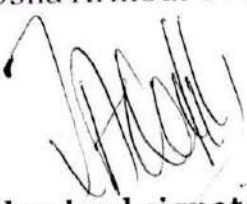
Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

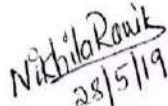
Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd


Authorized signatory

Accepted


28/5/19

(Nikhila Rani K)



USHA ARMOUR Pvt. Ltd.

17/05/2019

Mr. Venkatesh
SRI DEVI KRURA, BANDIMATA,
KURADI POST HANEHALLI VILLAGE,
UDUPI, KARNATAKA-576210

Sub: Offer Letter for the Post of Marketing Engineer

Dear Venkatesh,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Marketing Engineer".

Your CTC (Cost to the Company) will be **2,73,660 (Rupees Two Lakh Seventy Three Thousand Six Hundred Sixty Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 20th June 19 and accordingly you may join us on or before to 20th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

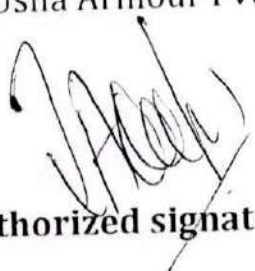
Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd


Authorized signatory

Accepted



(Venkatesh)





USHA ARMOUR Pvt. Ltd.

17/05/2019

Mr. Manish T Hejamadi
Nalini Bhawan, S.S Road,
Hejamadi, Udupi,
Dist & Taluk-574103

Sub: Offer Letter for the Post of Marketing Engineer

Dear Manish,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Marketing Engineer".

Your CTC (Cost to the Company) will be **2,73,660 (Rupees Two Lakh Seventy Three Thousand Six Hundred Sixty Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 20th June 19 and accordingly you may join us on or before to 20th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.


Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd


Authorized signatory

Accepted


(Manish)



USHA ARMOUR Pvt. Ltd.

23/05/2019

Mr. Dhanush V
S/O, Shashidhar,
Swamil Thata, Near Mahadevi
High School Koup Padu- 574106.

Sub: Offer Letter for the Post of Jr. Production Engineer.

Dear Dhanush,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Jr. Production Engineer".

Your CTC (Cost to the Company) will be **2,37,082 (Rupees Two Lakh Thirty Seven Thousand and Eighty Two Rupees Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 20th June 19 and accordingly you may join us on or before to 20th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.


Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd


Authorized signatory

Accepted



29/05/2019

(Dhanush)



USHA ARMOUR Pvt. Ltd.

23/05/2019

Mr. Adarsh
S/O, Ashok Prabhu,
"Kaveri" Nehru Nagar
Sarlebettu- Manipal.

Sub: Offer Letter for the Post of Jr. Production Engineer.

Dear Adarsh,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Jr. Production Engineer".

Your CTC (Cost to the Company) will be **2,37,082 (Rupees Two Lakh Thirty Seven Thousand and Eighty Two Rupees Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 20th June 19 and accordingly you may join us on or before to 20th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.


Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd


Authorized signatory

Accepted


23/5/19

(Adarsh)



USHA ARMOUR Pvt. Ltd.

20/05/2019

Ms. Chitralkha
D/O, Raghuram Shetty,
1-7, Near Melmane,
Anand Rao Marg,
Ambalpady, Udupi, Karnataka.

Sub: Offer Letter for the Post of Business Development Executive

Dear Chitralkha,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,37,082 (Rupees Two Lakh Thirty Seven Thousand and Eighty Two Rupees Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.


Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.


Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd


Authorized signatory

Accepted


28/5/19
(Chitralkha)



USHA ARMOUR Pvt. Ltd.

20/05/2019

Ms. Ashwini
D/O, Prabhakar Hejmady,
Ajal Achar Thota, Hejmady
Udupi, Karnataka.

Sub: Offer Letter for the Post of Business Development Executive

Dear Ashwini,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,37,082 (Rupees Two Lakh Thirty Seven Thousand and Eighty Two Rupees Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

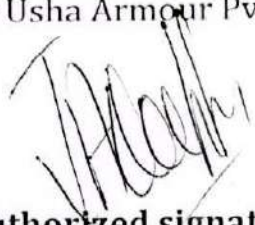
Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.


Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd


Authorized signatory

Accepted


(Ashwini)



Dr. C K Manjunath <placement@sode-edu.in>

United Rubber Industries- : Campus Interview result

1 message

Placement Officer SMVITM <placement@sode-edu.in>

Sat, May 11, 2019 at 12:20 PM

To: Yogesh <yogesh@unitedrubber.net>

Cc: Vasudeva Shetty <vshetty41956@gmail.com>, Hr URI <hr@unitedrubber.net>, "Prof. Dr. Thirumaleshwara Bhat" <principal@sode-edu.in>, "prashanth@gicmagnetwire.com" <prashanth@gicmagnetwire.com>

Dear Sir,

Apologies for the late response!

A big Thank you for the list of selected students.

We have shared the good news with our students along with the request to share a more detailed resume.

I will share the resumes of the 5 students by Tuesday latest

Our students are diamonds in the rough and we hope they are polished assets to your company.

Good Wishes,**Vidya Bhat**

Training & Placement Officer

+91 9481032207 / +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in**Success Mantra****This year believe in yourself
and achieve everything you deserve!**

On Thu, May 9, 2019 at 11:37 AM Yogesh <yogesh@unitedrubber.net> wrote:

Dear Ms. Vidya Bhat

As discussed over phone and whatsapp message on 6.5.19 , we have selected following candidates, Please send us their CV to enable us to send them appointment letters.

1. Mr.Chidanand Hiremath
2. Mr. Latish Shetty
3. Mr. Likhithraj
4. Mr. Sanjay Bhandari
5. Mr. Ashish Prabhu

Thanks and Regards,

Yogesh Panchal

President P & A

+91 7666495430



United Rubber Industries (I) Pvt Ltd.

Phone:+91 - 022 - 28145134/ 5/ 6.

Fax: +91 - 022- 28184614

E-Mail: yogesh@unitedrubber.net

Web: www.unitedrubber.net



Jay Vailankani Industrial Estate, Mira Bhayandar Road, Behind Bharat Gas Godown, Bhayandar (E), Mumbai- 401 105. (India)

From: Placement Officer SMVITM <placement@sode-edu.in>

Sent: 06 May 2019 11:24

To: Geet Rai URI <geetrai@unitedrubber.net>

Cc: Vasudeva Shetty <vshetty41956@gmail.com>; Hr URI <hr@unitedrubber.net>; Yogesh <yogesh@unitedrubber.net>; Prof. Dr. Thirumaleshwara Bhat <principal@sode-edu.in>

Subject: From SMVITM: Thank you Note!

Dear Sir,

Greetings from SMVITM, Bantakal!

We are extremely grateful to you for providing a great placement opportunity to our Mechanical Engineering students.

The drive had around 38 students who attended the interview.

Our sincere thanks to Mr. Prashanth Shetty and Mrs. Pragathi Shetty who visited the campus to interview and also guide our students

We look forward to our students launching their careers at United Rubber Industries and becoming valuable assets to the company.

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ /+91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself

and achieve everything you deserve!

On Fri, May 3, 2019 at 4:38 PM Placement Officer SMVITM <placement@sode-edu.in> wrote:

Thank you Sir,

For the contact details and information.

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ /+91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself

and achieve everything you deserve!

On Fri, May 3, 2019 at 4:11 PM Yogesh <yogesh@unitedrubber.net> wrote:

Dear Ms.Vidya Bhat

Please find the Mr.Prashant shetty's mobile no.9845123467. he will reach at 9.30 AM on 4.5.2019 for campus interview.

Thanks and Regards,

Yogesh Panchal

President P & A

+91 7666495430



United Rubber Industries (I) Pvt Ltd.

Phone:+91 - 022 - 28145134/ 5/ 6.

Fax: +91 - 022- 28184614

E-Mail: yogesh@unitedrubber.net

Web: www.unitedrubber.net



Jay Vailankani Industrial Estate, Mira Bhayandar Road, Behind Bharat Gas Godown, Bhayandar (E), Mumbai- 401 105. (India)

From: Placement Officer SMVITM <placement@sode-edu.in>

Sent: 03 May 2019 15:50

To: Geet Rai URI <geetrai@unitedrubber.net>

Cc: Vasudeva Shetty <vshetty41956@gmail.com>; Hr URI <hr@unitedrubber.net>; Yogesh <yogesh@unitedrubber.net>; Ajit Rai <ajitrai@unitedrubber.net>; Prof. Dr. Thirumaleshwara Bhat <principal@sode-edu.in>

Subject: From SMVITM: Placement process on 04 May 2019

Dear Sir,

As the recruitment drive is tomorrow, request you to pls let me know the travel plans

of Mr. Prashanth Shetty for us to take care of the hospitality arrangements.

The Placement drive is scheduled to begin by 9-9.15 am in the Seminar Hall of the Admin Block

A total of 41 students have registered their interest and I have shortlisted around 15 students who have attended the screening. We sometimes see last minute entries too.

Request you to pls share the contact details of Mr. Shetty for us to coordinate.

We are ready for the campus drive at our end and hope to hear from you soon!

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself

and achieve everything you deserve!

On Tue, Apr 30, 2019 at 2:04 PM Placement Officer SMVITM <placement@sode-edu.in> wrote:

Thank you Sir,

For your quick response.

I have shared the details with our students for their interest and will share the filtered 15-20 student list on 02nd May as tomorrow is a holiday.

Request Mr. Prashanth Shetty's travel plans for us to take care of his hospitality.

Most placement process starts with a presentation of the company with the. roles and responsibilities, followed by a written test to assess their technical knowledge and skills followed by the face to face Technical and HR interviews with the shortlisted students.

Pls let me know if the students will need to go through the above steps

Lastly, I have invited all students to participate so that all of them get a fair chance and opportunity.

Looking forward to building a lasting and mutually beneficial association!

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207 / +91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself

and achieve everything you deserve!

On Tue, Apr 30, 2019 at 5:31 AM Geet Rai URI <geetrai@unitedrubber.net> wrote:

Dear Madam,

Our Director, Mr Prashanth Shetty will be coming to your campus on 4th May 2019. He will be selecting approximately 3-5 students to be placed in our Mumbai office. The initial designation they will receive will be 'Trainee Engineer' and could be placed in the following departments

-R&D

-Production

-Marketing

-Purchase

They will initially be paid a salary of 10,000 rs per month which will be revised every three months based on their performance and if they are performing well can reach up to 15,000 Rs within 6 months.

They will have to pay for accommodation at their own expense however our HR department will help them locate a house at walking distance from our plant in Bhayander, Mumbai.

I request you to please shortlist around 15-20 students wwho will fit this criteria and are willing to relocate to Mumbai. We would prefer Bunt's.

Mr Prashanth Shetty will interview the students that you have shortlisted and take a decision accordingly.

In case of any questions you can call me up on my mobile. As I am overseas, If I do not answer or you are unable to connect to me please send me a message on whatsapp and I will call you back.

Best Regards,

Geet Rai

+91 9769664571

From: Placement Officer SMVITM <placement@sode-edu.in>

Sent: Monday, April 29, 2019 11:58 AM

To: Geet Rai URI <geetrai@unitedrubber.net>

Cc: Yogesh <yogesh@unitedrubber.net>; Prof. Dr. Thirumaleshwara Bhat <principal@sode-edu.in>; Vasudeva Shetty <vshetty41956@gmail.com>; Hr URI <hr@unitedrubber.net>; Ajit Rai <ajitrai@unitedrubber.net>; pragathib@hotmail.com; prashanth@gicmagnetwire.com

Subject: Gentle reminder: From SMVITM: Reg campus drive on 04 May 2019

Dear Sir,

Greetings from SMVITM, Bantakal!

You had emailed us last week that Mr. Prashanth Shetty, will be coming down to our campus in Bantakal on 04th May for the campus placement drive

04 May, Saturday is fine with us and the students will be available as they are getting an opportunity to work in a core company.

I have spoken to Mr. Yogesh a short while ago to share the Job Description and any other terms and conditions for the students to register their interest.

Awaiting your response at the earliest!

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ /+91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

Tel: [O] (+91- 820) 258 9187

Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself

and achieve everything you deserve!

On Wed, Apr 24, 2019 at 9:38 AM Placement Officer SMVITM <placement@sode-edu.in> wrote:

Dear Sir,

Greetings of the day!

We are extremely grateful for your support in accepting our invite for conducting your recruitment drive at our campus.

Confirming 4th May,2019, Saturday for the Recruitment drive at our campus in Bantakal.

Kindly let me know whom I need to coordinate with for the Job Description and other hospitality arrangements for your team in Udupi.

Looking forward to building a long lasting and mutually beneficial association!

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ /+91 7483031201.



Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [O] (+91- 820) 258 9187
Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself
and achieve everything you deserve!

On Wed, Apr 24, 2019 at 9:27 AM Geet Rai URI <geetrai@unitedrubber.net> wrote:

Dear Ms Vidya Bhat,

Our Director Mr Prashant Shetty will be visiting your college on 4th may 2019 for the campus placements, kindly confirm availability of the students. At present, this is the only date available with us.

Best Regards,

Geet Rai

From: Yogesh <yogesh@unitedrubber.net>
Sent: Wednesday, April 17, 2019 10:02 AM
To: Placement Officer SMVITM <placement@sode-edu.in>
Cc: Prof. Dr. Thirumaleshwara Bhat <principal@sode-edu.in>; Vasudeva Shetty <vshetty41956@gmail.com>; Cc: adappa@ushaarmour.com <adappa@ushaarmour.com>; Hr URI <hr@unitedrubber.net>; Ajit Rai <ajitrai@unitedrubber.net>; Geet Rai URI <geetrai@unitedrubber.net>
Subject: RE: From SMVITM: Tentative End of exams date

Ms. Vidya Bhat

Thanks for your information, Be inform us once the Exams finished, will conduct the campus interview.

Thanks and Regards,

Yogesh Panchal

President P & A

+91 7666495430



United Rubber Industries (I) Pvt Ltd.

Phone:+91 - 022 - 28145134/ 5/ 6.

Fax: +91 - 022- 28184614

E-Mail: yogesh@unitedrubber.net

Web: www.unitedrubber.net



Jay Vailankani Industrial Estate, Mira Bhayandar Road, Behind Bharat Gas Godown, Bhayandar (E), Mumbai- 401 105. (India)

From: Placement Officer SMVITM <placement@sode-edu.in>
Sent: 17 April 2019 09:22
To: Geet Rai URI <geetrai@unitedrubber.net>
Cc: Prof. Dr. Thirumaleshwara Bhat <principal@sode-edu.in>; Vasudeva Shetty <vshetty41956@gmail.com>; Cc: adappa@ushaarmour.com <adappa@ushaarmour.com>; Hr URI <hr@unitedrubber.net>; Ajit Rai <ajitrai@unitedrubber.net>; Yogesh <yogesh@unitedrubber.net>
Subject: From SMVITM: Tentative End of exams date

Dear Sir,

Good Morning!

The students finish their exams around **June end/July first week.**

The VTU exam timetable will be shared by this month end.

Will confirm once we get the final timetable from VTU.

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ /+91 7483031201.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [O] (+91- 820) 258 9187
Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself
and achieve everything you deserve!

On Sat, Apr 13, 2019 at 2:24 PM Geet Rai URI <geetrai@unitedrubber.net> wrote:

Dear Sir,

Can you please confirm on what date would the students finish their final exams?

I have copied our HR team on this mail (Mr Yogesh Panchal and Mr Bhushan G) They will finalise a date for the campus interview after receipt of the above information as we need this date for estimation purposes prior to finalizing the interview date

Best Regards,

Geet Rai

From: Placement Officer SMVITM <placement@sode-edu.in>
Sent: Tuesday, March 5, 2019 10:09 AM
To: Geet Rai URI <geetrai@unitedrubber.net>
Cc: Prof. Dr. Thirumaleshwara Bhat <principal@sode-edu.in>; Vasudeva Shetty <vshetty41956@gmail.com>;
Cc: adappa@ushaarmour.com <adappa@ushaarmour.com>; Hr URI <hr@unitedrubber.net>; Ajit Rai <ajitrai@unitedrubber.net>
Subject: From SMVITM: Thank you for your support!

Dear Mr Rai,

Greetings from Shri Madhwa Vadiraja Institute of Technology, Udupi!

Our sincere thanks for your support and interest to conduct your recruitment drive for our students at our campus in Bantakal, Udupi!

We would be delighted to host your HR team at our campus. Pls let me know a convenient date in April to block our Placement Calendar!

Pls let me know with whom I can coordinate and take forward in this regard.

A request to share the job description so that the students can register their interest basis your requirement!

We look forward to building a strong and fruitful association!

Good Wishes,

Vidya Bhat

Training & Placement Officer

+91 9481032207/ +91 7483031201.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115
Tel: [O] (+91- 820) 258 9187
Email: placement@sode-edu.in ; URL: www.sode-edu.in

Success Mantra

This year believe in yourself

and achieve everything you deserve!

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Ref ID: PFES/BOO1/031/22112018

Date: November 22, 2018

Dear U Suraj Shet,

Offer Letter – PathFront Executive - Sales Program

Congratulations. Based on your application information and on your performance in all stages of our selection process, we are pleased to offer you **Executive – Sales Role** at PathFront Partner Corporation. The following table contains further details of the job:

Role	Executive – Sales
Starting Salary	Rupees Three Lakh per annum (Rs.3,00,000/-annum)
Job Location	Anywhere in India
Batch Number	PFES/B001
Pre-Requisite for the job	Successful Completion of 60 Working Days Fulltime Sales Training @ LIBA, Chennai.

Your pre-requisite training for the job, will be conducted in Chennai. Information related to the training and fees are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the ‘Terms of Admission’ attached herewith. You are required to read the ‘Terms of Admission’ and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the ‘Terms of Admission’. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed ‘Acceptance Note’ within 2 working days from the receipt of this letter by emailing it to us at campus@pathfront.in.

For M/s. PathFront Consulting Services LLP.



B. Narender
Head - Operations

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

Terms of Admission: PathFront Executive - Sales Program

The details of the Terms of Admission into M/s. PathFront Consulting Services Pvt. Ltd. (hereinafter referred to as “**Company**”) are as under:

1. Program Name, Location and Batch

- a. You have been offered admission to the PathFront Executive – Sales Program.
- b. The program is being offered at LIBA, Chennai campus and your batch number is *PFES/B001*.

2. Program Structure, Duration, Curriculum and Program Completion Requirements

- a. The program is an employment readiness program consisting of classroom sessions, online learning, assignments, projects, assessments and on-job training components.
- b. The program is a full-time program of two months duration and one month of E-learning. The on-campus component of the program requires you to be at our campus during working hours. You are expected to invest up to 12 hours each day during the 2 month (60 Working Days) on-campus part of the program. By signing and delivering the Acceptance Note, you confirm that you are participating in the program as a candidate and that any training undertaken by you at the campus or any work as part of the program shall not be considered as employment, or apprenticeship, or any other similar activity. Any intellectual property you may create, use, get to know about, etc., during the program shall belong to the Company, and you shall be required to assist the Company with any documentation which may be required to perfect its title in such intellectual property if the same is insisted by the Company.
- c. The curriculum of the program shall include content and activities that have been designed to develop Sales acumen, Professional and communication skills relevant for entry level roles in Sales Management.
- d. To successfully complete the program, admitted candidates:
 1. Should not have any back-log/arrears in college at the time of joining the training program.

2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.
 3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.
 4. Attain a passing grade in all exams & assessments as per criteria defined by the Company.
 5. Mark sheets / Academic documents that are provided later will be accepted strictly upon being verified and cross checked only. Background verification will also be done basis client request.
- e. Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. The criteria shall be defined by the faculty and may be modified from time to time at the sole discretion of the Company.
 - f. On successful completion of all components of the program, candidates will be given a 'Certificate in Sales Management by LIBA'.
 - g. Candidates who receive the 'LIBA Certificate' shall become eligible for the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including on-going training support, online access to learning material, career counseling & guidance.
 - h. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

3. Program Fees & Other Payments

a. Program Fees

1. The fee for PathFront Executive - Sales program is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only]. [Exclusive of GST].
2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:
 - i. A one-time payment for the remaining amount within 15 days from the date of joining the program.
 - ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:
 - a. PAN

- b. AADHAR
- c. Last 6 months' bank statement
- d. Document proof – Employment / Business
- e. Cheque leaves as a part of collateral document

3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / cheque in person (between 10 AM – 5 PM) or send it through courier to the following address:

- i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. **payable at Bangalore** and mail it to the following address: **Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.**
- ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324.** Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.
- iii. For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**

- 1. The Company will assist the students to locate suitable accommodation within short distance from the training facility.

4. **Documentation validation and Admission Confirmation**

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

- a. Class X and Class XII Mark Sheet & Passing Certificate (3 SETS OF PHOTOCOPIES of each)
- b. Graduation Mark Sheet(s) & Degree/ Provisional (3 SETS OF PHOTOCOPIES of each)

- c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (3 SETS OF PHOTOCOPIES of each)
- d. 5 Passport Size Photographs of Self
- e. 3 Photographs of Guarantor (Father/ Mother/Guardian) [Applicable only for students opting for loan]

5. **Employment Opportunities after successful Program completion**

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to deserving candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

6. **Financing Options**

- a. The Company will assist in making arrangements for financing of candidates who may require loans to pursue the training.
- b. The terms and conditions of these loans will be determined solely and independently by the Financing Organization and candidates interested to take loans will have to meet the eligibility criteria and document requirements as determined by them.
- c. **PathFront** does not have any role in this transaction and is not a party to any such financial commitments of the candidates as such.
- d. **Additional Documents required for loan processing [As informed by the Finance company] [Only Photocopies required] are as follows:**
 - 1. Photo copy of PAN Card (If you do not have PAN then Apply for it immediately and provide the proof of it).
 - 2. Photo copy of Valid Id proof (Voter Id/Driving License/Passport/Aadhar Card).
 - 3. Photo copy of PAN CARD of parents /Guardian.
 - 4. If you are in the final year, you will need to produce all semester mark sheets /consolidated market sheet till the last completed semester
 - 5. Copy of Pass book which includes the photograph and the signature for verification or Bank certificate by respective bank confirming the same.
 - 6. Copy of 6 Months bank Statement (Parents/guarantor salary/business A/c Bank Statement)

Please Note: **Loan disbursement is purely subject to the Financing Organization's discretion.**

7. Cancellation and Withdrawal of Admission, Voluntary withdrawal by Candidates and Refund Policy

- a. The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:
 1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
 2. If the candidate fails to pay the Program fees as per the stipulated timelines.
 3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
 4. If refund is sought for by the candidate before start date, in such case 100 % refund will be provided.
 5. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.
- b. The candidate may withdraw from the program voluntarily at any time during the course of the program by providing a written request to the Company.
- c. Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 6 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

8. Declaration Form

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

9. Alteration, Modification of program and Force Majeure events

The Company retains the right to alter, modify the content and duration of the program if caused by circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

10. Confirmation of Bonafide Participation

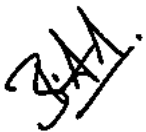
By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

11. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.



B. Narender
Head - Operations
M/s.Pathfront Consulting Services LLP

Student Signature

Student Name



CALL LETTER

Date: 02/05/19

Dear Athmasame

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on 1st week of July 2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java, Manual Testing, SQL & Aptitude.
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 7338651653

USN NO

Qspiders BTM, Bangalore
9980600900/9980517008

August 9, 2023

Dear Gautham V ,

Welcome to Zomato!

We are excited to offer you a full time position as a **Fleet Operations Lead** in the **Logistics team** at our **Bangalore office**. Your joining date will be **August 10, 2023**.

Principle terms of your employment with Zomato are as follows:

- a) **Compensation:** Your annual compensation will be **INR 5,30,000 (Rupees Five Lakh Thirty Thousand only)**, subject to deductions in accordance with the applicable laws, including tax deductions at source, which shall be paid to you on a monthly basis on the last date of the month, as per the terms of this Employment Agreement. It is clarified that Zomato reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorise Zomato to deduct any amounts from your compensation, which are owed by you to Zomato, including any overpayments, loans or advances outstanding at your end.
- b) **Exclusivity:** During your employment you will not undertake any other employment/ venture of any nature, whatsoever.
- c) **Place of work:** Your place of work will be in **Bangalore**. However, during your employment, you may be expected to travel or relocate to an alternate city where Zomato conducts business.
- d) **Performance Reviews:** Zomato shall conduct a performance review of your work on an annual basis or within such intervals as may be determined by Zomato from time to time.
- e) **Conduct:**
 - (i) You shall perform all duties and responsibilities assigned to you by Zomato from time to time. You will also comply with all reasonable instructions as may be given by Zomato from time to time.
 - (ii) You shall not engage in activities that would be unsuitable with your capacity, as a representative of Zomato and you shall not act in any manner that would conflict with the interests of Zomato.
 - (iii) You shall ensure that your conduct is in line with Company policies that may be implemented from time to time. You shall, at all times during your employment at Zomato, adhere to the Code of Conduct of Zomato, which may be modified by Zomato from time to time. Further, while employed with Zomato, you shall not undertake any illegal or unlawful activities.
- f) **Leaves:** During your employment you shall be entitled to leaves in accordance with the company policy applicable to you from time to time.
- g) **Medical Insurance:** You shall be entitled to medical insurance coverage in accordance with the Company policies that may be implemented from time to time.
- h) **Gratuity:** You shall be entitled to avail gratuity benefits as per the Gratuity Act, 1972 and as per Zomato's Gratuity Policy.
- i) **Confidentiality:** You undertake to perform your service at Zomato with trust and confidence. During your employment you will be privileged with confidential information about Zomato. You agree that you shall not, except as may be required to perform your duties or by applicable law, disclose to others or use, directly or indirectly any Confidential Information (defined below). You will use discretion and good faith in what you do disclose that may not be specifically defined as Confidential Information hereunder. "Confidential Information" shall mean any confidential and/ or proprietary information of Zomato disclosed to and/ or obtained by you on behalf of Zomato whether or not in relation to the scope of your employment, either directly or indirectly, in writing or orally or as contained in tangible or fungible form.
- j) **Overseas Citizenship of India (OCI):** It is your duty to disclose to Zomato if you are holding an OCI at the time of your joining. Zomato shall make deductions from your salary in accordance with the applicable laws on account of

ZOMATO LIMITED

(Formerly known as Zomato Private Limited and Zomato Media Private Limited)

Registered Address: Ground Floor 12A, 94 Meghdoot, Nehru Place, New Delhi - 110019, Delhi, India.

CIN:L93030DL2010PLC198141, **Telephone Number:** 011 - 40592373

your OCI status during the term of your employment. If you do not disclose your OCI status at the time of joining and it is subsequently found that you are holding an OCI, Zomato shall be entitled to make deductions from your salary on account of your OCI status with retrospective effect along with any other deductions required under applicable laws.

- k) **Termination:** Your employment may be terminated at any time either by Zomato or yourself by providing a written notice of one (1) month or such lesser period as mutually agreed between your reporting manager and yourself.

Further, your services can be terminated at the sole discretion of Zomato if you violate any company policy applicable to you from time to time.

For the purpose of clarity, where a handover of your existing responsibilities is required at the time of termination, you will be required to provide a notice of such period of time as mutually agreed between your reporting manager and yourself, which shall not exceed a period of thirty (30) days. Please note that it is not mandatory for you to provide a notice of the entire one (1) month period in order to terminate your employment with Zomato .

You shall be liable for payment of applicable taxes on any amount recovered by Zomato from you towards recovery of notice period.

If your employment is terminated on grounds of breach of your employment terms, Zomato internal policies and/or ethical misconduct, Zomato reserves the right to hold back the notice pay and/or your salary.

- l) **Return of Company Assets:** Upon termination of your employment (however it arises) with Zomato, you are obligated to forthwith return all assets of Zomato within your possession (without any loss or damage), failing which Zomato reserves the right to take appropriate legal action against you and recover the cost for such damage or loss from you and take further actions as available under the laws.
- m) **Background Verification:** You agree that we may share the credentials, provided by you to us, with third-party service providers solely for the purposes of conducting your background verification check.
- n) **Notices:** Unless otherwise stated, notices to be given to either parties, shall be in writing and shall be given by electronic mail. If to Zomato: hr@zomato.com. If to the Employee: gauthamvpadubidri@gmail.com.

If the foregoing terms and conditions along with the terms and conditions of Annexure are acceptable to you, please confirm this by signing in the acceptance section below. Please note, a digitally signed copy of this agreement received by e-mail will create a valid and binding obligation of the party executing with the same force and effect as it would have with a physical signed copy (original) thereof.

We are delighted to welcome you to Zomato!

For & on behalf of Zomato Limited



Niharika Mohanty

Acceptance:

I have read the principle terms of my employment with Zomato and confirm my acceptance of the aforementioned terms. I hereby also declare that I will abide by the Code of Conduct outlined by Zomato at all times during my employment with Zomato.

Name:

Signature:

ZOMATO LIMITED

(Formerly known as Zomato Private Limited and Zomato Media Private Limited)

Registered Address: Ground Floor 12A, 94 Meghdoot, Nehru Place, New Delhi - 110019, Delhi, India.

CIN:L93030DL2010PLC198141, **Telephone Number:** 011 - 40592373

Bray®



GURUCHARAN

BTSI129

Yathu
Issuing Authority

 **Bray**[®]



KEERTHAN A

BTSI130

Yallu
Issuing Authority



العقد الوظيفي EMPLOYMENT CONTRACT

Contract ID: 16387370

رقم العقد: 16387370

This contract was created electronically under the supervision of the Ministry of Human Resources and Social Development, Kingdom of Saudi Arabia on **01-06-1445 (14-12-2023)**, between:

أُبرم هذا العقد إلكترونياً تحت إشراف وزارة الموارد البشرية والتنمية الاجتماعية، المملكة العربية السعودية في يوم **1445-06-01** هـ الموافق **2023-12-14** م بين كل من:

FIRST PARTY:

Company/Corporation: شركة الراشد أبه بيتونج شركة مساهمة مغلقة
National Unified Number: 7000194386
Establishment Number: 1-37962
Commercial Registration: 1010029494
Address: الرياض العام 6058
Work Location: Riyadh
Email Address: salman@alrashidabetong.com
Represented by: المعفوض بتوثيق عقود الموظفين as سلمان سحاري hereinafter referred to as (First Party),

الطرف الأول:

شركة/مؤسسة: شركة الراشد أبه بيتونج شركة مساهمة مغلقة
الرقم الوطني الموحد: 7000194386
رقم المنشأة: 1-37962
السجل التجاري: 1010029494
العنوان: 6058 الرياض العام
مكان العمل: الرياض
البريد الإلكتروني: salman@alrashidabetong.com
ويتمثلها بالتوقيع: سلمان سحاري بصفته المعفوض بتوثيق عقود الموظفين وبنشر إليه فيما بعد بـ (الطرف الأول)،

SECOND PARTY:

Name: KISHOR MUKUNDA POOJARI
Profession: Constructing worker
Employee Number: 71954
Nationality: Indian
Date of Birth: 07-11-1996
Identity Number: 2503004356
ID Type: Iqama ID
ID Expiry Date: 26-06-2024
Gender: Male
Religion: Others
Marital Status: MARRIED
Education: Bachelor's degree
Speciality: Civil Engineering
Iban: SA7080000810000000380331
Bank Name: Al Rajhi Bank
Email Address: Kishorpoojari@gmail.com
Mobile Number: 966 0557918660

الطرف الثاني:

الاسم: KISHOR MUKUNDA POOJARI
المهنة: عامل بناء
الرقم الوظيفي: 71954
الجنسية: هندي
تاريخ الميلاد: 1996-11-07
رقم الهوية: 2503004356
نوع الهوية: إقامة
تاريخ الإنتهاء: 2024-06-26
الجنس: ذكر
الديانة: غيرمحدد
الحالة الاجتماعية: متزوج
المؤهل العلمي: بكالوريوس أو مايعادلها
التخصص: الهندسة المدنية
رقم الآيبان: SA7080000810000000380331
اسم البنك: مصرف الراجحي
البريد الإلكتروني: Kishorpoojari@gmail.com
رقم الجوال: 966 0557918660

hereinafter referred to as the (Second Party),

ويشار إليه فيما بعد بـ (الطرف الثاني)،

The two parties have agreed that the second party will work for the first party under its management and supervision with the job of **QC Material Engineer** and carry out the work assigned to him/her in proportion to his/her practical, scientific and technical capabilities in accordance with the needs of the work and in a manner that does not conflict with the controls stipulated in Articles (fifty-eight, fifty-nine, sixty) from the Saudi Labor Law.

اتفق الطرفان على أن يعمل الطرف الثاني لدى الطرف الأول تحت إدارته و إشرافه بوظيفة - ومباشرة الأعمال التي يكلف بها بما يتناسب مع قدراته العملية والعلمية والفنية وفقاً لاحتياجات العمل وبما لا يتعارض مع الضوابط المنصوص عليها في المواد (الثامنة والخمسون، التاسعة والخمسون، الستون) من نظام العمل.

The contract's duration is **2 years**, starting from **16-10-2023** and ends in **15-10-2025**, noted that the date of commencement (joining date) of the second party's work is **16-10-2021**.

مدة هذا العقد **2 سنة** يبدأ من تاريخ **2023-10-16**، وينتهي في **2025-10-15**. علماً بأن تاريخ مباشرة الطرف الثاني للعمل هو **2021-10-16**.

The contract will be renewed for a similar period unless one of the two parties informs the other in writing of his unwillingness to renew the

وتتجدد لمدة أو لمدد مماثلة مالم يشعر أحد الطرفين الآخر خطأً بعدم رغبته في التجديد قبل (30) يوماً من تاريخ انتهاء العقد.



USHA ARMOUR Pvt. Ltd.

20/05/2019

Chandana
ECE,
SMVITM, Bantaka

Sub: Offer Letter for the Post of Business Development Executive

Dear Chandana,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,37,082 (Rupees Two Lakh Thirty Seven Thousand and Eighty Two Rupees Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.


Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd


Authorized signatory

Accepted

(Chandana)