



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai - 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

**Superset ID: 743397**

### **Letter of Intent ("LOI")**

Dear Aishwarya ,

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

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

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

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

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

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

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

the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## ANNEXURE 1

**Aishwarya**  
**Analyst and A4**

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

**For & On Behalf of Capgemini**

**Tejinder Sethi**  
**Head - Fresher Hiring**

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



**24-March-2021**  
**Aishwarya Kedlaya K**  
**Shri Madhwa Vadiraja Institute of Technology & Management**

Dear Aishwarya,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

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

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

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

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

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

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

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

Confidential

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

**NTT DATA**  
Services

**Annexure A**

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

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

For any further clarification you can mail to [Campus.Connect@nttdata.com](mailto:Campus.Connect@nttdata.com).

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

**Yours sincerely,**  
**FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED**

DocuSigned by:

*Urmimala Sarkar*

DD4D480B41314B9

**URMIMALA SARKAR**  
**ASSOCIATE DIRECTOR – TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **25-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:



Signature: \_\_\_\_\_

9CAB2B86381C199  
**Aishwarya Kedlaya K**

Date: **25-March-2021**

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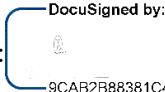
**NTT DATA**  
Services

## DECLARATION

I, Aishwarya Kedlaya K (Name of the Candidate) S/o, D/O, W/O K Satisha Kedlaya, having permanent address at "Kedlaya Nivasa", Thondubettu, Kodavoor, Udupi-576106 do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

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

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

SIGNATURE:   
NAME: Aishwarya Kedlaya K  
DATE: 25-March-2021  
PLACE: UDUPI, KARNATAKA

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



**24-March-2021**  
**Akhilalakshmi T Bhat**  
**Shri Madhwa Vadiraja Institute of Technology & Management**

Dear Akhilalakshmi,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

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

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

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

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

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

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

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

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**NTT DATA**  
Services

**Annexure A**

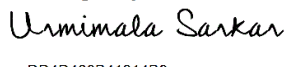
At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

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

For any further clarification you can mail to [Campus.Connect@nttdata.com](mailto:Campus.Connect@nttdata.com).

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

**Yours sincerely,**  
**FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED**

DocuSigned by:  
  
DD4D480B41314B9  
**URMIMALA SARKAR**  
**ASSOCIATE DIRECTOR – TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **25-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature:   
**Akhilakshmi I Bhat**

Date: **25-March-2021**

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**NTT DATA Global Delivery Services Private Limited**  
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**NTT DATA**  
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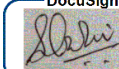
## DECLARATION

I, Akhilalakshmi T Bhat (Name of the Candidate) S/o, D/O, W/O Thimmanna G Bhat, having permanent address at 8-1-95BID, First Cross, Lala Lajpat Rai Marg, Sharada Mantapa, Kunjibettu, Udupi - 2 do

hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

1. My willingness to relocate to any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
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I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

DocuSigned by:  
SIGNATURE:   
NAME: Akhilalakshmi T Bhat  
DATE: 25-March-2021  
PLACE: Udupi, Karnataka



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

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## 2021 Placed Students@TCS

1 message

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

Mon, Dec 28, 2020 at 10:10 AM

Good Wishes,



Vidya Bhat

Head - Training & Placement

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Time and Decisions**

*Do it "NOW"*

*Sometimes "LATER"*

*becomes "NEVER"*

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

From: **Radhika Ajith** <[radhika.ajith@tcs.com](mailto:radhika.ajith@tcs.com)>

Date: Sat, Dec 26, 2020 at 4:11 PM

Subject: RE: From SMVITM: Result of selected students requested

To: Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

Cc: Rohit Lekkala <[lekkala.rohit@tcs.com](mailto:lekkala.rohit@tcs.com)>, Pradeep Kote <[pradeep.kote@tcs.com](mailto:pradeep.kote@tcs.com)>

**Dear Sir/Ma'am,**

**Greetings from Tata Consultancy Services!!!!**

Thank you for your support and partnership during the TCS 2021 Recruitment Drive

Sharing the list of students who are shortlisted for offer. Shortlisted students will receive offer letter shortly.

Student offer is valid subject to a positive background check & meeting the eligibility criteria.

Please be informed that TCS would be in all its rights to revoke the offer/recall selection to anyone who is found not eligible as per the TCS eligibility criteria during any point of the process (Interview/Post interview/Post selection).

Eligibility of the students was considered basis the data declared by them during the application process. Request you to Validate & confirm on the student meeting the eligibility criteria.

- **Request to confirm (attachment)**
  - 1) Students offer acceptance/non-acceptance of offer for any reasons &**
  - 2) Validate & re-confirm on the student meeting the eligibility criteria.**

**Please find below the eligibility criteria for your easy reference and understanding.**

**Eligibility Criteria**

1. This hiring is only open for B.E/ B.Tech/ M.E/ M.Tech/ M.Sc/ MCA graduates from 2021 batch (the students who will be passing out in 2021). All engineering courses are eligible for UG/PG. For M.sc, only IT and Computer Science related streams are eligible.
2. Minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or 6 CGPA in each of Class Xth, Class XIIth, Diploma (if applicable), Graduation and Post-Graduation examination which includes successful completion of final year/semester. Students who have done their Secondary or Senior Secondary from NIOS are Eligible. Marksheets issued by the Board are to be considered as the Final Marks. In case someone has done their 12th with less than 6 CGPA or 60% and has done a diploma post that where the candidate has scored equal to or above 6 CGPA, they will be eligible only if the Diploma is of 3 years and not of 2 years.
3. Maximum up to 1 pending backlog/arrear in the highest qualification will be permitted only at the time of appearing for the TCS Selection process. If selected, no pending backlogs will be permitted at the time of joining TCS. All pending backlogs should be completed within the stipulated time duration.
4. Only Full time courses will be considered (Part Time/Correspondence courses/Distance Learning will not be considered)
5. A candidate should meet the below specified age criteria at the time of being put through the TCS selection process: Minimum age – 18 years and Maximum age - 28 years

Kindly confirm student's Eligibility & Offer acceptance before 29th Dec 4pm. If not confirmed before mentioned date, it will be construed that students are not interested in this employment and this offer will be automatically withdrawn.

Thanks & Regards

Radhika Ajith

HR-Campus Recruitment

Tata Consultancy Services Limited

Brigade Bhuwalka Icon (Land Mark, Next to Taj Vivanta Hotel, ITPL Road)

Whitefield, Bengaluru,

Mailto: [radhika.ajith@tcs.com](mailto:radhika.ajith@tcs.com)

Cell:8129418068



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**From:** Placement Officer SMVITM  
**Sent:** 26 December 2020 15:39  
**To:** Radhika Ajith  
**Cc:** Rohit Lekkala; Pradeep Kote  
**Subject:** From SMVITM: Result of selected students requested

"External email. Open with Caution"

Dear Radhika,

Greeting from me to all of you! Trust you are doing well!

Eagerly awaiting your reply of the selected students from our college.

=====  
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

---

 **SMVITM.xlsx**  
11K

Reference ID	ParticipantID	Name	Branch	Offer Type	Email ID
DT20195159029	NQT2010302506	RAUNAK CHOUDHARY	Bangalore	Digital	raunak.17cs064@sode-edu.in
DT20206831956	NQT2010309683	Shrilatha S	Bangalore	Ninja	shrilatha.17cs082@sode-edu.in
DT20206835013	NQT2010327916	Akshatha .	Bangalore	Ninja	akshatharao98@gmail.com
DT20206872818	NQT2010305462	Vaibhavalaxmi S	Bangalore	Ninja	vaibhavalaxmi.17cs093@sode-edu.in
DT20207164572	NQT2010084748	Shloka Shetty	Bangalore	Ninja	shlokshetty1998@gmail.com
DT20207166778	NQT2010494103	Aysha Sana	Bangalore	Ninja	ayshasana579@gmail.com
DT20207208083	NQT2010321660	Shrinidhi N	Bangalore	Ninja	nidhinshri1299@gmail.com
DT20207208802	NQT2010323749	Samskrithi Jain	Bangalore	Ninja	samskrithi.17cs070@sode-edu.in
DT20207211953	NQT2010336295	HARSHA MAIYA	Bangalore	Ninja	harsha.17cs034@sode-edu.in
DT20207212379	NQT2010337860	Ganpat Patel	Bangalore	Ninja	ganpat.patel.012@gmail.com
DT20207234902	NQT2010424093	Deepthi Barboza	Bangalore	Ninja	deepthi.17cs024@sode-edu.in
DT20207239221	NQT2010434268	Chintan Shetty	Bangalore	Ninja	chinthanshetty100@gmail.com
DT20207301775	NQT2010566340	Prajwal BS	Bangalore	Ninja	prajwal.17cs056@sode-edu.in
DT20207212703	NQT2010339574	Prerana P	Bangalore	Ninja	prerana.17ec047@sode-edu.in



Yes

No

4MW17CS064
4MW17CS006
4MW17CS012
4MW17CS019
4MW17CS024
4MW17CS031
4MW17CS034
4MW17CS056
4MW17CS070
4MW17CS078
4MW17CS082
4MW17CS083
4MW17CS093
4MW17EC047



## Offer Letter

**Private & Confidential**

18.08.2021

**Mr. Sohan S Shetty**  
VP Palace, Flat no.301,  
3<sup>rd</sup> Floor, Gopalpura,  
Santekatte, Udupi  
Karnataka-576105

Dear Sohan S Shetty,

This letter sets out an agreement between Nadiya Technology Solutions Pvt Ltd., No.372/A, New no.7, 2<sup>nd</sup> Floor, 50 Feet Main Road, Banashankari 1<sup>st</sup> Stage, Bangalore 560019 (the employer) & Mr. Sohan S Shetty (the employee), & sets out the current terms & conditions of the offered employment of the employee by the employer (the employment).

### **1. Position**

The employer employs the employee as **Tech Support Engineer**. The duties & responsibilities associated with the position are outlined in the Job Description which has been given to the employee. You will be reporting to **Mr.Prajwal – Senior Manager (Technical support and Operations)**.

### **2. Probation**

You will be under probation for a period of six months from the date of your joining the services. During the Probationary period your performance will be monitored closely by your superiors & you will be confirmed only in case your performance is found satisfactory.

### **3. Hours of Duty**

The usual hours of work are from 9.30am to 5.30pm, Monday to Friday. Saturday shall be working days from 9.30am to 1.00pm. However, the employee will be expected to devote any extra time required to enable him to satisfactorily carry out his/her responsibilities under this agreement. The employee will be required to record his/her attendance by completing a monthly attendance report or by any other method provided by the employer.

#### **4. Location**

This agreement applies to work performed at the company's Bangalore office. However, if the job requires the employee to travel out of station then it is agreed that the employee will travel.

#### **5. Change of Duties**

The employee & the employer agree that in the event of a promotion or change of duties of the employee, the provisions of this document unaffected by the change will remain in force.

#### **6. Position Flexibility**

The employee agrees that it may be necessary for the employer to vary the employee's duties or aspects of the position from time to time. The employee undertakes to carry out all such duties within his/her capacity & which pose no risk to health & safety. In doing so no employee will be asked to perform duties which are not within their skills & capabilities.

#### **7. Remuneration**

The current salary as per the attached statement (Appendix – A) to the position will be paid on 12 equal calendar monthly instalments via bank transfer to a bank account nominated by the employee, or any other way nominated by the employer. Payment for each month will be made on or about the 5<sup>th</sup> of the following month, after the deduction of income tax & any other compulsory deductions.

#### **8. Annual Increment**

This amount will be reviewed annually, normally on April 1<sup>st</sup> in accordance with the policy of the Company subject to completion of Probation.

#### **9. Annual Leave**

The employee is entitled to paid annual leave of 30 days for each year of continuous full time employment. The same cannot be carried forward to the next financial year. During the probationary period you will ordinarily not be eligible for leave except in the emergency only after taking authorisation from your department head & the employee will not be entitled to salary for leaves availed during Probationary Period. Leaves of 2.5 days will get credited to your leave account every month. In the event of emergency or family compulsion, additional leave can be availed subject to approval from the manager. In the event of employee parting from the organisation & overdraft leaves will be adjusted in the full & final settlement.

**10. Training**

The employee agrees from time to time to undertake employment related training as directed & specified by the employer at the employer's expense.

**11. Performance Review**

The parties agree that a performance review may be carried out at least once a year. Should a review be unfavourable to the employee, the employer undertakes to assist the employee to achieve the required standards and/or goals. Should this not achieve the required results, the employer reserves the right to terminate the employee's employment for poor performance with appropriate notice.

**12. Termination of Employment**

- a) The employer has the right to terminate the employee's employment according to the legal regulations. Notice of termination by the employer shall be no less than 1 (one) month. Payment of salary in lieu of the notice prescribed above may be made by the employer.
- b) These provisions shall not prevent the employer from dismissing the employee without notice or payment in lieu of notice for serious misconduct or for abandonment of employment (evidence of which will be absence from employment without notifying the employer for a period of 3 consecutive days in which the employee is expected to work).
- c) Conduct which may constitute serious misconduct includes, but is not limited to, such things as:
  - Theft,
  - Violence,
  - Fraud,
  - Conviction of a criminal offence, during the period of employment, which in the opinion of the employer either impacts adversely on the staff member carrying out their duties or adversely on the reputation of the employer,
  - Conduct of a kind which constitutes an impediment to the carrying out of a staff member's duties or to the staff member's colleagues carrying out their duties,
  - A wilful & serious breach of the employer's code of conduct, statutes or policies,
  - Wilful disobedience of a lawful & reasonable employer request or direction.

Upon ceasing employment with the employer for whatever reason, the employee must within 24 hours, return to the employer all equipment, property, records, documents etc in whatever form which belong to the employer. The employee must not keep any copies, in any form whatsoever of any employer information or material without the express written permission of the employer.

**13. Notice of Termination by Employee**

Notice of termination required to be given by the employee shall be 2 (two) month.

If any employee fails to give notice the employer shall have the right to withhold moneys due to the employee with a maximum amount equal to the ordinary time rate of pay for the period of notice not given.

If the company needs the employee to continue the work for the entire notice period, company has the right to insist on the employee to continue to work during the notice period without taking the recourse to pay for the notice period.

**14. Suspension of employment**

The employee agrees that in a situation where the employer is required to investigate a disciplinary incident or complaint it may be necessary to suspend (with or without loss of pay) the employee whose alleged actions are the subject of the investigation while the investigation is being undertaken.

**15. Environment Health & Safety**

The employee undertakes to act always in a manner which promotes workplace safety for the employee, other employees, clients & the public. The employee agrees to follow environment & safety procedures as advised by the employer from time to time, & to use properly all safety protective equipments issued by the employer. The employee will be responsible for the safety of the employees reporting to him/her & regular trainings on the safety & security measures to be conducted & attendance report to be submitted.

**16. Confidentiality**

The employee undertakes to keep the confidential at all time during & after the employment his/her duties & all confidential information acquired by the employee in the course of employment, in respect of the product, technology, business arrangements & commercial dealings of the employer & the employer's suppliers & customers, excluding information which is in the public domain.

**17. Property of the employer**

The employee agrees that all equipments, records, documents & other papers, material, property & information of any kind & in any form, properly the property of the employer shall remain the property of the employer. The employee further agrees not to copy any such material in his/her possession at any time, except for appropriate internal company use, and under no circumstances to distribute such material outside the company without specific authorisation.

The employee agrees to return all such materials in his/her possession to the employer on termination of the employment.

**18. Service Agreement**

As NTSP will be incurring considerable expenditure on your training & related expenses, you will be required to execute an agreement, to serve NTSP for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay NTSP ₹ 75000/- towards the training & related expenditure. Service agreement duration of 2 years refers to continuous service of 24 months from the date of joining NTSP and excludes the duration of Leave without pay (LWP) and/or unauthorised absence, if any.

**19. Date of Joining**

This offer is open up to 22.08.2021. Kindly return the signed duplicate copy of the letter as an acceptance of the above mentioned offer before 22.08.2021. Your appointment shall commence from 01.09.2021 at our Bangalore Office. Upon joining you are required to submit various documents for our records, as mentioned in the **list enclosed**.

**20. Variation of Agreement**

This agreement may be changed with the consent of both parties at any time.

This agreement shall be governed by the laws of India. Any dispute arising from or related to it shall be settled by ad hoc arbitration by one arbitrator nominated by the company from a law firm in Bangalore.

Kindly acknowledge receipt of this letter & acceptance of the condition outlined above & in the pages on the attached copy.

Your growth in this organization is based on your sustained performance and we are sure, you will endeavour to grow with us.

Sincerely,

**I accept the above offer and would join on**

**(Maneesh Puttur)**

**(Sohan S Shetty)**

**Director**

**Employee**

**LIST OF DOCUMENTS:**

At the time of joining, you are requested to bring the below mentioned documents in Original with a copy of each.

1. Relieving letter order/ letter from all your previous employers
2. Experience certificate from all the organizations worked earlier.
3. Salary certificate from the previous employer indicating tax deducted at source.
4. Education qualification certificates
5. Passport, if any
6. Medical Report, if required.
7. 5 Nos. passport sized photographs
8. Address proof of recent residential address.
9. PAN card Driving license

(Maneesh Puttur)  
Director

(Sohan S Shetty)  
Employee

**ANNEXURE –A**

CTC offered is at Rs. 2,26,392/- per annum (Rupees Two Lakh Twenty-Six Thousand Three Hundred Ninety Two only) payable monthly, with the following provisional breakup:

1	Basic	149592
2	HRA	52284
3	Employer PF Contribution	17952
4	Employer ESI Contribution	6564
	<b>Total CTC</b>	<b>226392</b>

Income tax as applicable under IT Act, Profession tax, EPF & ESIC shall be deducted every month on prorata basis.

Please contact accounts section if you need any clarification or changes in the above break up.

Accepted

**(Maneesh Puttur)**

**Director**

**(Sohan S Shetty)**

**Employee**

**16 September 2021**

**OL No: SKLR1345**

Dear STUTI,

We congratulate you for being selected for a 3 Months Training with **SKLR EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Intern**

Training Date: **11 October 2021 to 17 October 2021**

OJT Start Date: **18 October 2021**

OJT End Date: **17 January 2022**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

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

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

(Candidate's Signature)

### **Training Policy**



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

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

Job Type: Full Time Training

Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons ,you will have to serve 15 days notice period or you will have to pay a compensation equal to 15 days stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_

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## ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10th standard or equivalent examination (Original MS for Verification)</li><li>• 12th standard or equivalent examination (Original MS for Verification)</li><li>• Graduation</li><li>• Post-graduation / Doctorate</li></ul> Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

**16 September 2021**

**OL No: SKLR1336**

Dear **SHASHANK**,

We congratulate you for being selected for a 3 Months Training with **SKLR EDTECH PVT LTD** “At will basis” which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Intern**

Training Date: **11 October 2021 to 17 October 2021**

OJT Start Date: **18 October 2021**

OJT End Date: **17 January 2022**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

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

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

(Candidate's Signature)

### **Training Policy**

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

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

Job Type: Full Time Training

Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons ,you will have to serve 15 days notice period or you will have to pay a compensation equal to 15 days stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: \_\_\_\_\_  
(Candidate's Signature)

DATE: \_\_\_\_\_

---

## ANNEXURE

<b>Sl. No</b>	<b>Particulars</b>
<b>1.</b>	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10th standard or equivalent examination (Original MS for Verification)</li><li>• 12th standard or equivalent examination (Original MS for Verification)</li><li>• Graduation</li><li>• Post-graduation / Doctorate</li></ul> Other relevant educational or skill certifications
<b>2.</b>	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
<b>3.</b>	PAN Card, Voter ID or Driving Licence Scanned Copy.
<b>4.</b>	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.



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

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## 2021 Batch placed student @ Diya Systems Pvt Ltd - Nagaraj Kamath - ECE

1 message

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

Mon, Sep 20, 2021 at 4:02 PM

Pls share a congratulatory message.. pls check if he is 2020 or 2021 batch

**Good Wishes,**



**Vidya Bhat**

Head - Training & Placement

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115  
College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Co-Existence, Co-Creation and Collaboration!**

*We are all tourists &*

*God is our travel agent,*

*who has already fixed*

*all our routes, reservations & destinations!*

*Just Trust him and*

*Enjoy the trip called "Life"*

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

From: **Samriddhi** <[samriddhi.n@glowtouch.com](mailto:samriddhi.n@glowtouch.com)>

Date: Thu, Sep 16, 2021 at 6:16 PM

Subject: Placement drive feedback-Diya Systems Pvt Ltd

To: Placement <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

Cc: ebinezar.r <[ebinezar.r@glowtouch.com](mailto:ebinezar.r@glowtouch.com)>

Hi Vidya,

I have attached below, the sheet consisting of the placement feedback of all the students who had applied for the placement drive.

Thanks for your co operation. Looking forward for more references from you.

Also, we will be having walkin drives every Wednesday at 10:00AM in our office campus. You can ask the interested candidates to walkin directly.

Thanks and Regards,  
Samriddhi



Virus-free. [www.avast.com](http://www.avast.com)

---

 **SMVITM.ods**  
28K

## Sheet1

SI No	Name	Contact	Email
1	SALIAN CHAITRA SURESH	9148496751	salianchaitra.17cs066@sode-edu.in
2	ANIRUDHA B SHETTY	+918150071512	anirudha.17me010@sode-edu.in
3	SANJANA	8951200451	sanjana.17cs071@sode-edu.in
4	NAVYA D SHETTY	9980258961	navya.17ec031@sode-edu.in
5	VINAYA BP	6360332467	vinaybp.18me400@sode-edu.in
6	PRAJYOTH P BHAT	9980012775	prajyoth.17ec040@sode-edu.in
7	SHLOKA S SHETTY	9606199600	shloka.17cs078@sode-edu.in
8	JITHESH SHENOY	9482750677	jithesh.17cs036@sode-edu.in
9	SHREESHADASA	7624840892	sdbhat11@gmail.com
10	MUSKAN	9591712062	muskan.17ec029@sode-edu.in
11	MAHIMA S RAO	9148733200	mahimasrao99@gmail.com
12	VIJETHA	9844013474	vijetha.17ec079@sode-edu.in
13	DHANARAJ	+917760445177	dhanarajbhat@gmail.com
14	DHANYASHREE N	+919845692753	dhanyashree.17ec017@sode-edu.in
15	SINDHU	8073318933	sindhu.17cv033@sode-edu.in
16	PRATHIK B SHETTY	6361483191	prathikshetty49@gmail.com
17	REEFA	9743104980	reefa.17cs065@sode-edu.in
18	RESHMA NAYAK	9632873841	reshma.17ec049@sode-edu.in
19	AKSHATHA P UPADHYA	6360526693	akshathapupadhyaa@gmail.com
20	SUSHMA	7349425125	sushma.17cs089@sode-edu.in
21	TRIPTHI SHETTY	7349208398	shettytripthi6@gmail.com
22	VINUTHA BHARGAVI	8197387404	vinutha.17ec082@sode-edu.in
23	RAKSHITHA R	9449822065	rakshitha.17cs061@sode-edu.in
24	CHARITHRA KINI	9591504668	charitha.17cs016@sode-edu.in
25	DEEKSHITH	9901266535	deekshith.17me016@sode-edu.in
26	MOHAMMED AFWAN	8867969499	afwan.17me029@sode-edu.in
27	PRASADA PAI	7090245017	prasadpai76633@gmail.com
28	BHARATH SHENOY	7619653783	bharath.17ec013@sode-edu.in
29	ISHANTH GANESH SHETTIGAR	8296129300	nishanthshettigar96@gmail.com
30	NAGARAJ KAMATH	8971555807	nagaraj.16ec033@sode-edu.in
31	PREEMA DSOUZA	9591413929	preema.17ec045@sode-edu.in
32	MEGHANA	9113969687	meghana.17cs042@sode-edu.in
33	DEEPITH	9110463541	deepith.17cs023@sode-edu.in
34	PUNEETH ACHARYA	9481806797	puneethacharya1999@gmail.com
35	MOHAMMED SAHIL	8095926722	mohammedsahil.17cs043@sode-edu.in
36	VIDYA D AMIN	9740229453	vidya.16cs106@sode-edu.in
37	ANUSHA SHETTY	9591839311	anusha.17cs009@sode-edu.in
38	MOHIKA	7022432337	mohika.17cs044@sode-edu.in
39	DHANUSHREE	9972178810	dhanushree.17cs026@sode-edu.in
40	SUVIDHA	8152059622	suvidha.17ec076@sode-edu.in
41	NOOR BANU	9611143984	noorbanu119@gmail.com
42	T NAMRATHA PAI	9449733795	painamratha22@gmail.com
43	SHRIKALA	9008580840	shrikala.17cs081@sode-edu.in
44	CHIRAG U	9686970048	Chirag.17me015@sode-edu.in
45	PAVITHRA	9632143799	pavithrakulal613@gmail.com
46	SUPREETHA S RAO	8762447502	supreetha.17ec072@sode-edu.in
47	PAREEKSHITH S	8197703854	pareekshithsnaik@gmail.com
48	ASHWIN KUMAR	8548987625	ashwinikumar421998@gmail.com
49	LOYAL SHARON MENEZES	9535981003	loyalsharon.15cs043@sode-edu.in
50	SHARANYA	8073341622	sharanya.17ec054@sode-edu.in
51	PREETHAM KUMAR	9663969026	Preetham.17ec046@sode-edu.in
52	PRASHANTH	8762770471	prashanth.17ec043@sode-edu.in



## Sheet1

53	SURYA	7899192720	surya.17cs088@sode-edu.in
54	KIRTHI NAYAK	9880851426	kirthi.17cs039@sode-edu.in
55	SRIVATSA UPADHYA P	9449530283	srivatsa.17cs086@sode-edu.in
56	DEVADIGA POOJA NARAYAN	7506744832	pooja.17ec016@sode-edu.in
57	SHAMITH	9538266293	shamith.17ec053@sode-edu.in
58	M G SOUMYA	6364403179	soumyagouda911@gmail.com
59	AISHWARYA	8105136976	aishwarya.17cs003@sode-edu.in
60	POOJASHREE	9743424916	poojashree.17cs053@sode-edu.in

Test score	Feedback
29/30	Interview reject
	Did not take up the test
	Sent mail to take up the test
23/30	Interview reject. Can try after 3weeks
	Did not take up the test
26/30	Placed in TCS
	Did not take up the test
	Did not take up the test
	Did not take up the test
29/30	Interview reject, can try after a week
	Did not take up the test
22/30	Not ready for rotational shifts
	Did not take up the test
	Did not take up the test
23/30	Scheduled for interview
	Did not take up the test
29/30	Scheduled for interview
23/30	Did not attend the technical interview
	Did not take up the test
25/30	Has not sent the essay and Typing test
25/30	Test taken, Essay not sent
	Already placed
25/30	Did not send essay and typing test
	Did not take up the test
	Test taken, aptitude test missing
	Did not take up the test
24/30	Interview reject
	Did not take up the test
	Did not take up the test
25/30	Selected and joined
	Will call back if she is interested
23/30	Scheduled for interview
	Did not take up the test
23/30	will call back if he is interested
	Did not take up the test
	Aptitude test missing
	Did not take up the test
	Did not take up the test
26/30	Scheduled for interview
26/30	Not ready for rotational shifts
25/30	Not ready for rotational shifts
	Did not take up the test
	Did not take up the test
	Did not take up aptitude test
	Did not take up the test
29/30	Already placed
24/30	Not interested for Technical Support
13/30	Test fail
	Did not take up the test
24/30	Not answering
	Did not take up aptitude test
	Did not take up the test

Sheet1

	Did not take up the test
	Did not take up the test
	Did not take up the test
	Did not take up the test
	Did not take up the test
	Did not take up the test
	Did not take up the test
	Did not take up the test

**Offer Letter from Seventh Sense**

**11.09.2021**

Dear Ashwin Kumar,

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

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

You will receive Rs. 285,600 (CTC) annually with reimbursements of expenses made on behalf of the company. A one-time joining bonus of Rs. 5000/- will be paid along with the first month salary.

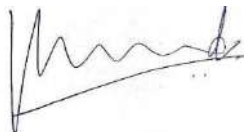
If you accept this offer, your work agreement with us will have to be executed for one year from the date of joining as a permanent employee. Please send the signed (with date) copy of this offer letter and scanned copy of the documents mentioned in the annexure on or before **12.09.2021** and send it to [info@seventhsensetalent.com](mailto:info@seventhsensetalent.com)

You have also to bring hard copy of these documents together (for verification) at the time of joining as a permanent employee.

If your acceptance letter is not received before **13.09.2021** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,

I accept the offer



Director  
Seventh Sense Talent Solutions

Ashwin Kumar

Date.....

ANNEXURE TO OFFER LETTER OF Ashwin Kumar

Scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with photo clearly visible
3. Graduation and Post graduation certificate, if any.
4. Colour Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a word document)
6. Bank Account details with photo, name, account number and IFSC being clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
9. **Aadhar Card & Laptop (Mandatory)**
10. Last 3 months pay slips, relieving letter from the previous employer, Experience letter (if applicable)

@#@#@#@#



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

**2021 Infosys Campus Recruitment Program: List of students selected - Phase 2**

1 message

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

Wed, Jan 27, 2021 at 1:13 PM

Only 3 out of 10 students who completed their interviews. Pls share the congratulatory messages.

Good Wishes,

**SMVITM**

Vidya Bhat

Head - Training &amp; Placement

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On Time and Decisions***Do it "NOW"**Sometimes "LATER"**becomes "NEVER"*

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

From: **AmoghVadiraj Bengeri** <[amoghvadiraj.b@infosys.com](mailto:amoghvadiraj.b@infosys.com)>

Date: Wed, Jan 27, 2021 at 11:52 AM

Subject: Infosys Campus Recruitment Program: List of students selected for a job offer

To: [placement@sode-edu.in](mailto:placement@sode-edu.in) <[placement@sode-edu.in](mailto:placement@sode-edu.in)>Cc: Sudhir Kumar Mishra <[Sudhir\\_Mishra01@infosys.com](mailto:Sudhir_Mishra01@infosys.com)>, Pramod\_MV <[Pramod\\_MV@infosys.com](mailto:Pramod_MV@infosys.com)>  
Infosys®  
Navigate your next.Move forward.   
Take the world with you.**Campus Recruitment Program**

Dear Madam,

**We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21.** Please refer to the attached excel sheet to see the list.

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Amogh Bengeri  
Talent Acquisition  
Infosys Limited

Copyright © 2020 Infosys Limited



Sender notified by  
Mailtrack



**SMVIT.xlsx**  
11K

Candidate Name	Candidate Email	Final Status
Abhidev V	abhidev.17cs001@sode-edu.in	Offer
Poorvika .	poorvika.17ec036@sode-edu.in	Offer
Sowjanya Deranna Rai	sowjanya.17ec067@sode-edu.in	Offer



College Name
--------------

Shri Madhwa Vadiraja Institute Of Technology & Management
---

Shri Madhwa Vadiraja Institute Of Technology & Management
---

Shri Madhwa Vadiraja Institute Of Technology & Management
---

**16 September 2021**

**OL No: SKLR1348**

Dear ANJANA,

We congratulate you for being selected for a 3 Months Training with **SKLR EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Intern**

Training Date: **11 October 2021 to 17 October 2021**

OJT Start Date: **18 October 2021**

OJT End Date: **17 January 2022**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

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

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

(Candidate's Signature)

### **Training Policy**

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

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

Job Type: Full Time Training

Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons ,you will have to serve 15 days notice period or you will have to pay a compensation equal to 15 days stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:\_\_\_\_\_

(Candidate's Signature)

DATE:\_\_\_\_\_

---

## ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10th standard or equivalent examination (Original MS for Verification)</li><li>• 12th standard or equivalent examination (Original MS for Verification)</li><li>• Graduation</li><li>• Post-graduation / Doctorate</li></ul> Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

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



**24-March-2021**  
**Anupama**  
**Shri Madhwa Vadiraja Institute of Technology & Management**

Dear Anupama,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

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

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

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

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

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

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

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

Confidential

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

**NTT DATA**  
Services

**Annexure A**

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

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

For any further clarification you can mail to [Campus.Connect@nttdata.com](mailto:Campus.Connect@nttdata.com).

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

**Yours sincerely,**  
**FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED**

DocuSigned by:

*Urmimala Sarkar*

DD4D480B41314B9...  
**URMIMALA SARKAR**  
**ASSOCIATE DIRECTOR – TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **25-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: \_\_\_\_\_  
**Anupama**

Date: **25-March-2021**

Confidential

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



## DECLARATION

I, Anupama (Name of the Candidate) S/o, D/O, W/O Ganesh Aise, having permanent address at A.J Aise Road, Behind Alankar Theater, Udupi do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

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

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

SIGNATURE:

NAME: Anupama

DATE:25-March-2021

PLACE: Udupi



PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear Anusha Shetty ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021





To,

**Name :** Ashmitha Kalkur

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

Dear Ashmitha Kalkur,

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

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

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

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

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

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

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

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

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

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

#### **Annexure A**

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

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

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

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



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

## 2021 Placed Students @Desk Nine

1 message

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

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

Pls share congratulatory email for the 3 students

Good Wishes,



**SMVITM**

Vidya Bhat

Head - Training & Placement

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

On Time and Decisions

Do it "NOW"

Sometimes "LATER"

becomes "NEVER"

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

From: Sachin M R <[sachin.mr@legaldesk.com](mailto:sachin.mr@legaldesk.com)>

Date: Wed, Jan 20, 2021 at 6:28 PM

Subject: Re: From SMVITM | Registered students list for Campus Recruitment

To: Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>, Ananya CS <[ananya.cs@legaldesk.com](mailto:ananya.cs@legaldesk.com)>

Hi Vidhya,

Greetings from SignDesk.com!

Please find the list of candidates selected in the managerial round attached below.

Sl no.	Name	DOB	Educational Qualification	Branch	Mail.id
1	Afeefa Abdullah Manjanoor	4/11/1999	Bachelor of Engineering	Computer Science and Engineering	<a href="mailto:afeefaa333@gmail.com">afeefaa333@gmail.com</a>
2	B Apoorva Bhat	10/1/1999	BE	CSE	<a href="mailto:apoorva.17cs013@sode-edu.in">apoorva.17cs013@sode-edu.in</a>
3	Puneeth raj b	2/23/2000	BE	CSE	<a href="mailto:puneeth.17cs060@sode-edu.in">puneeth.17cs060@sode-edu.in</a>
4	Bhoomika	11/12/1999	BE	Computer Science	<a href="mailto:bhoomika.17cs014@sode-edu.in">bhoomika.17cs014@sode-edu.in</a>

Kindly share the details of candidates from the previous batches.

Hope to hear from you soon.

Thanks & Regards



Sachin M R  
HR Executive - HR  
080-46682655 | +91-7676307527  
[sachin.mr@legaldesk.com](mailto:sachin.mr@legaldesk.com) | [www.signdesk.com](http://www.signdesk.com)  
#95, 4th Main Road, Malleshwaram, Bangalore-03



[sales@signdesk.com](mailto:sales@signdesk.com) | [www.signdesk.com](http://www.signdesk.com)

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On Sun, Jan 17, 2021 at 12:57 PM Sachin M R <[sachin.mr@legaldesk.com](mailto:sachin.mr@legaldesk.com)> wrote:  
Hi Vidhya,

Please find the list of the students shortlisted for the next round of interview. Kindly inform the students to be available tomorrow by 9:45 AM.

SI no.	Name	DOB	Educational Qualification	Branch	Mail.id
1	Pramoda kalkura	3/21/1999	B. E	Cse	<a href="mailto:pramodkalkur@gmail.com">pramodkalkur@gmail.com</a>
2	Afeefa Abdullah Manjanoor	4/11/1999	Bachelor of Engineering	Computer Science and Engineering	<a href="mailto:afeefaa333@gmail.com">afeefaa333@gmail.com</a>
3	Dhanaraj	11/16/1999	Bachelor of engineering	Computer science	<a href="mailto:dhanaraj.17cs025@sode-edu.in">dhanaraj.17cs025@sode-edu.in</a>
4	Aishwarya Kedlaya K	5/27/1999	B.E	Computer Science and Engineering	<a href="mailto:aishwaryakedlayak@gmail.com">aishwaryakedlayak@gmail.com</a>
5	B Apoorva Bhat	10/1/1999	BE	Cse	<a href="mailto:apoorva.17cs013@sode-edu.in">apoorva.17cs013@sode-edu.in</a>
6	Poojashree	10/26/1999	B. E	Cse	<a href="mailto:poojashree.17cs053@sode-edu.in">poojashree.17cs053@sode-edu.in</a>
7	Puneeth raj b	2/23/2000	BE	CSE	<a href="mailto:puneeth.17cs060@sode-edu.in">puneeth.17cs060@sode-edu.in</a>
8	Srivatsa Upadhy P	9/27/1999	B.E	CSE	<a href="mailto:srivatsa.17cs086@sode-edu.in">srivatsa.17cs086@sode-edu.in</a>
9	Bhoomika	11/12/1999	BE	Computer Science	<a href="mailto:bhoomika.17cs014@sode-edu.in">bhoomika.17cs014@sode-edu.in</a>
10	Deepith	10/26/1999	B.E	CSE	<a href="mailto:deepith1234s@gmail.com">deepith1234s@gmail.com</a>
11	Preksha	12/29/1999	B. E	Cse	<a href="mailto:preksha.17cs059@sode-edu.in">preksha.17cs059@sode-edu.in</a>
12	Bharath Shenoy	3/12/1999	B.E	Electronics and Communication Engineering	<a href="mailto:bharathshenoy00@gmail.com">bharathshenoy00@gmail.com</a>

Thanks & Regards



Sachin M R  
HR Executive - HR  
080-46682655 | +91-7676307527  
[sachin.mr@legaldesk.com](mailto:sachin.mr@legaldesk.com) | [www.signdesk.com](http://www.signdesk.com)  
#95, 4th Main Road, Malleshwaram, Bangalore-03



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On Sat, Jan 9, 2021 at 5:19 PM Sachin M R <[sachin.mr@legaldesk.com](mailto:sachin.mr@legaldesk.com)> wrote:  
Hi Vidhya,

Please find the updated list.

Employee Name	Contact No.
Merlyn Carol Mendonca	9620797669
Rakshith G Amin	7259351699

Kindly do the needful

Best Regards



Sachin M R  
HR Executive - HR  
080-46682655 | +91-7676307527  
[sachin.mr@legaldesk.com](mailto:sachin.mr@legaldesk.com) | [www.signdesk.com](http://www.signdesk.com)  
#95, 4th Main Road, Malleshwaram, Bangalore-03





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On Sat, Jan 9, 2021 at 4:27 PM Sachin M R <[sachin.mr@legaldesk.com](mailto:sachin.mr@legaldesk.com)> wrote:  
Hi Vidhya,

I confirm that our team would be visiting your college for campus recruitment on 11th January 2021.

Please find the details of employees visiting on Monday below.

Employee Name	Contact No.
Ms. Sweedal Priyal Fernandes	8197576640
Mr. Rakshith G Amin	7259351699

We would require a couple of volunteers to assist with the process.

The Technical & Managerial round will be conducted on 18th January 2021.

A team of 4 members headed by Mr. Gururaj Shetty will be visiting the campus on the date mentioned above.

Regards



Sachin M R  
HR Executive - HR  
080-46682655 | +91-7676307527  
[sachin.mr@legaldesk.com](mailto:sachin.mr@legaldesk.com) | [www.signdesk.com](http://www.signdesk.com)  
#95, 4th Main Road, Malleshwaram, Bangalore-03



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On Sat, Jan 9, 2021 at 9:54 AM Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:  
Dear Sir / Madam,

Greetings of the day !

PFA Registered students list for Desk Nine campus recruitment drive on 11 Jan 2021 @ SMVITM Campus

Shrikanth Mithanthaya  
For  
Good Wishes,



Vidya Bhat  
Head - Training & Placement  
+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Time and Decisions**

*Do it "NOW"*

*Sometimes "LATER"*

*becomes "NEVER"*

1/28/2021

Shri Sode Vadiraja Mutt Education Trust Mail - 2021 Placed Students @Desk Nine



Sender notified by  
Mailtrack

## Letter of offer

OPT-BLR/202108015

8/21/2021

Dear **Bhoomika**,

We refer to your application and to your subsequent interview with us. We are pleased to make you an offer for the position of **Software Engineer** at our offices in Bangalore. This offer is valid till **8/24/2021**.

Your CTC will be ₹ 350000 per annum (Three Lakhs Fifty Thousand Only). The detail break-up is mentioned in Annexure I of this letter.

- Post successful completion of 6 months of probation, your CTC will be revised to ₹ 400000 per annum (Four Lakhs Only).

The joining day formalities and documents to be submitted at the time of joining are mentioned in Annexure II of this letter.

Please note that this offer of employment is subject to the successful completion of the following \*pre-joining formalities:

1. Confirmation of actual date of joining.
2. Satisfactory medical reports
3. Satisfactory background verification.

We would release a detailed Appointment letter on your joining Opteamix.

Please sign the duplicate copy of this offer letter as a token of your acceptance and return.

Welcoming you to Opteamix  
For **Opteamix India Business Solutions Pvt Ltd**,

### **Talent Acquisition Group (TAG)**

I certify that the statements made in the application, during my interview, are valid and complete to the best of my knowledge. I understand that false or misleading information may result in termination of employment. If upon investigation, any of this information is found to be incomplete or inaccurate, I understand that I will be subject to dismissal at any time during my employment. I hereby accept this offer of employment from Opteamix and the terms and conditions as set forth hereinabove and fully confirm that I shall join on or before

Date 23/08/2021

Name : Bhoomika

Signature : Bhoomika

\* The Company at its sole discretion may decide to waive off all or any of the above mentioned pre joining formalities.

\*\* One copy to be signed and returned to Opteamix

**Opteamix India Business Solutions Pvt. Ltd.**

Rgd. Office: 37/A-07, Southend Road, 6<sup>th</sup> Block, Southend Circle, Basavanagudi, Bangalore 560004, India

CIN: U72200KA2012FTC064534 | Website: www.opteamix.com | Email: contact@opteamix.com | Phone: +91 80-4667-1666



PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear charithra kini T ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)


+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in


CIN NO.: U74999KA2020PTC133021






NIVEUS SOLUTIONS PVT. LTD.

 [www.niveussolutions.com](http://www.niveussolutions.com)

 [contact@niveussolutions.com](mailto:contact@niveussolutions.com)

 (0820) 2520256

To,

Chethan Poojary  
Udupi

Sub: Offer of Employment

Dear Chethan,

It gives us immense pleasure in inviting you to join us at Niveus Solutions Private Limited ("Niveus Solutions" or the "Company") as one of our valuable members.

We are pleased to inform you that you have been offered an employment at Niveus Solutions as Cloud Explorer and you would report on your joining to our main office at Niveus Solutions, 4th Floor, Amruth Arcade, Beside Govinda Kalyana Mantapa, Kinnimulky, Udupi, Karnataka. You will operate out at our office located at Udupi.

You will receive a total compensation of Rs.3.5 lakhs per annum (CTC) including PF and Mediclaim.

You are required to join the Company on or before 07<sup>th</sup> June 2021 failing which this offer will stand automatically withdrawn.

If you have any questions or concerns please do not hesitate to contact us as soon as possible to discuss them further.

We look forward to your joining our team and hope for a long and successful association

Yours sincerely,  
For Niveus Solutions

---

Ms. Rashmi George

Chief Talent Officer

Date:08-Jul-2021

To

CHETHANA MOGAVEERA  
INDIA

Dear CHETHANA MOGAVEERA,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

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

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

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

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

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

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

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

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. 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

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 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

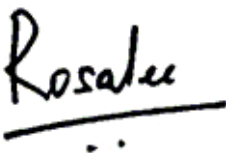
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus@mindtree.com](mailto:campus@mindtree.com).

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,  
**For Mindtree Limited**



**Rosalee M Kombial**  
**Vice President-People Function**

**Enclosed: Annexure to your Offer of Employment**

**Acceptance of the offer**

I, CHETHANA MOGAVEERA, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	CHETHANA MOGAVEERA

**Annexure 1**

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

**Name : CHETHANA MOGAVEERA**  
**Salary Grade : C1**  
**Designation : ENGINEER**  
**Stipend : INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

**Annexure 2**

**Compensation stack effective from date of confirmation**

**Name** : CHETHANA MOGAVEERA

**Salary Grade** : C1

**Designation** : ENGINEER

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

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

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



Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

\*\*The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

## Annexure - 3

### Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification**.
2. The term, 'the Company' refers to Mindtree Limited.
3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company**.
4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **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 team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

### 6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.



Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

## 7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 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 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 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.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 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, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

## 8. Background check & references

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.



If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

## **9. Compensation and benefits**

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 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.

9.4 The performance management and career progression will be as per the existing policies.

9.5 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 (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 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.

## **10. Vacation and leave**

10.1 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.

10.2 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.

**10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.**

## **11. Termination of employment**

### **11.1 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 and return of the Mindtree assets, within two working days.

## 11.2. 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. 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 & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

### **11.3 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 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.

### **12. Nature of employment**

12.1 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.**

**12.2 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.**

### **13. 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.

#### **14. Transfer**

14.1 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.

14.2 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.

#### **15. Retirement and retirement benefits**

15.1 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.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

#### **16. 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.

## **17. Mindtree's Code of Conduct and Policies**

17.1 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.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 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.

## **18. Tax implication**

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

## **19. 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.

## **20. 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**



**Mindtree**

A Larsen & Toubro Group Company

# Code of Conduct

## **Summary:**

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

## **Objective:**

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

## **Eligibility/Applicability:**

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

## **Code of Conduct :**

The policy details various scenarios under which Code of Conduct is monitored.

### **1) Personal Interest v/s Mindtree's interest**

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

### **2) Use of proprietary or confidential information of third party**

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

### **3) Office for Profit**

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



## 4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

## 5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

## 6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

## 7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

## 8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.





Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

## 9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

## 10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

## 11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



## 12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

## 13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

## 14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

## Agreed and Accepted

**Signature :**

**Name :**

**Date :**

**16 September 2021**

**OL No: SKLR1351**

Dear DEEKSHA,

We congratulate you for being selected for a 3 Months Training with **SKLR EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Intern**

Training Date: **11 October 2021 to 17 October 2021**

OJT Start Date: **18 October 2021**

OJT End Date: **17 January 2022**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

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

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

(Candidate's Signature)

### **Training Policy**

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

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

Job Type: Full Time Training

Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons ,you will have to serve 15 days notice period or you will have to pay a compensation equal to 15 days stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:\_\_\_\_\_

(Candidate's Signature)

DATE:\_\_\_\_\_

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## ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10th standard or equivalent examination (Original MS for Verification)</li><li>• 12th standard or equivalent examination (Original MS for Verification)</li><li>• Graduation</li><li>• Post-graduation / Doctorate</li></ul> Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.



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

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## Deepak Nayak - Magentar Labs - Independent Placement: at ClearFeed

1 message

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

Wed, Jul 28, 2021 at 9:36 AM

Dear Shrikanth,

Deepak Nayak has shared his offer letter. You can use this for our posters for the placement of 2021 students. The poster needs to read - Placed Stars of SMVITM!

Use the logo. Share a congratulatory message too.

Let it read.

Congratulations! Let this be one of the many successes you meet with your hard work, talent and effort! We wish you the very best in your career and life!

Congratulations to Deepak Nayak of CSE..... for getting this job offer from ClearFeed - Magentar Labs, Bengaluru, independently through this own effort! The CTC offered has been the highest so far in the history of SMVITM at Rs 15LPA!

Good Wishes,



Vidya Bhat

Head - Training & Placement

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115  
College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Co-Existence, Co-Creation and Collaboration!**

**Synergy is intrinsic to existence!**

**Harmony is inherent in existence!**

**Neither created nor constructed!**

**When nothing can harm or destroy us!**

**Fear will cease. Only trust will exist!**

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

From: **Deepak Nayak** <[deepak.17cs022@sode-edu.in](mailto:deepak.17cs022@sode-edu.in)>  
Date: Tue, Jul 27, 2021 at 2:01 PM  
Subject: Accepted job offer at ClearFeed  
To: SMVITM Placement Officer <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
Cc: Dr. Nagaraj Bhat <[cs@sode-edu.in](mailto:cs@sode-edu.in)>, <[principal@sode-edu.in](mailto:principal@sode-edu.in)>

Respected Madam/Sir,

I am delighted to inform you that I have accepted the job offer at [ClearFeed.ai](https://clearfeed.ai) (A product of [Magnetar Labs](https://magnetar.com)). I will be joining the team as a Full Stack Developer. ClearFeed.ai is a Bangalore based startup founded by [Joydeep Sen Sarma](https://www.linkedin.com/in/joydeep-sen-sarma).

The interview process comprised of

1. Technical/HR round
2. Technical - Frontend Round.
3. Technical - Backend Round

Each round took around 1.5- 2 hours.

The interviews were mainly focussed on understanding the applicant's caliber.

ClearFeed.ai's goal is to ensure people are only shown with only relevant notifications and filter out the irrelevant ones for certain apps like gmail/messages/ slack/ jira etc.

The current team comprises 4-6 highly experienced developers who previously worked at Facebook, Udaan, Yahoo, etc. I am thrilled to join a team with such experienced team members and looking forward to learning from them and giving my best. Thank You for all the support provided over the years during my course of study at SMVITM, Bantakal.

---

 **Magnetar\_Labs\_Offer\_Letter\_for\_Deepak\_Nayak.pdf**  
516K



Date:08-Jul-2021

To

DEEPITH .  
INDIA

Dear DEEPITH .,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

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

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

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

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

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

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

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

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. 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

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 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

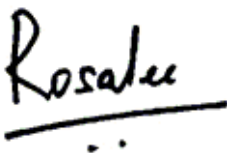
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus@mindtree.com](mailto:campus@mindtree.com).

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,  
**For Mindtree Limited**



**Rosalee M Kombial**  
**Vice President-People Function**

**Enclosed: Annexure to your Offer of Employment**

**Acceptance of the offer**

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

Your Signature	
Your Name in Capital letters	DEEPITH .

**Annexure 1**

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

**Name** : DEEPITH .  
**Salary Grade** : C1  
**Designation** : ENGINEER  
**Stipend** : INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.



Annexure 2

Compensation stack effective from date of confirmation

Name : DEEPITH .

Salary Grade : C1

Designation : ENGINEER

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

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

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

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

\*\*The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

## Annexure - 3

### Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification**.
2. The term, 'the Company' refers to Mindtree Limited.
3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company**.
4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **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 team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

### 6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

## **7. Confirmation of Employment**

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 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 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 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.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 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, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

## **8. Background check & references**

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

## **9. Compensation and benefits**

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 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.

9.4 The performance management and career progression will be as per the existing policies.

9.5 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 (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 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.



## **10. Vacation and leave**

10.1 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.

10.2 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.

**10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.**

## **11. Termination of employment**

### **11.1 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 and return of the Mindtree assets, within two working days.

## 11.2. 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. 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 & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

### **11.3 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 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.

### **12. Nature of employment**

12.1 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.**

**12.2 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.**

### **13. 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.



#### **14. Transfer**

14.1 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.

14.2 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.

#### **15. Retirement and retirement benefits**

15.1 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.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

#### **16. 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.

## **17. Mindtree's Code of Conduct and Policies**

17.1 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.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 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.

## **18. Tax implication**

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

## **19. 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.

## **20. 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**



# Code of Conduct

## **Summary:**

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

## **Objective:**

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

## **Eligibility/Applicability:**

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

## **Code of Conduct :**

The policy details various scenarios under which Code of Conduct is monitored.

### **1) Personal Interest v/s Mindtree's interest**

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

### **2) Use of proprietary or confidential information of third party**

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

### **3) Office for Profit**

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



## 4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

## 5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

## 6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

## 7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

## 8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

## 9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

## 10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."





In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

## 11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



## 12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

## 13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

## 14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

## Agreed and Accepted

**Signature :**

**Name :**

**Date :**



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207234902/Bangalore**  
**Date: 09/01/2021**

Ms. Deepti Viola Barboza  
House No:1-215 ,Chetan House,Bijikrekadu,Shirva Village,Bantakal Post,Udupi District,Karnataka,5741  
Bantakal,  
Udupi-574115,  
Karnataka.  
Tel# 91-9731437140

Dear Deepti Viola Barboza,

**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 **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

**TCS Confidential**  
**TCSL/DT20207234902**

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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



**Deloitte Consulting India Private Limited**

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77 Degree Town Centre,  
Survey No.123, 132/2, 133/2,  
133/3 and 136/1,  
Amani Bellandur Khane Village,  
Varthur Hobli,  
Bengaluru Rural, Karnataka –  
560037

Tel: +91 080 6755 5000/ +91 080  
6755 4000  
www.deloitte.com

08/25/2021

**Mr. Dhanaraj**  
**1/77/1, Sawjanya,**  
**Bale Jeddu, Shivapura,**  
**Udupi - 576112**

In Process

Dear **Dhanaraj**

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to inform you that we are extending an offer as an **Intern Analyst** for a period of **One year** and we are excited with the prospect of you joining our organization on **September 06, 2021**. The Deloitte U.S. India ("USI") **Intern Analyst** Training program is for a duration of **One year** beginning **September 06, 2021** to **September 06, 2022**. At the end of this duration of **Intern Analyst** Training, you may be confirmed with an offer of employment as an **Analyst**, subject to successful completion of the training and related performance requirements during your Internship training period, unless extended or terminated earlier by you or the Employer in writing in accordance with the terms of your employment, including the terms and conditions as detailed in **Annexure B**.

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

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

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

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

Your Intern-Analyst trainee period with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the “Deloitte U.S. Firms”) require their personnel to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer’s Independence Representations requirements, as further explained in **Annexure B**.

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

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

We look forward to you joining our team.

Sincerely,

**For Deloitte Consulting India Private Limited**

Best regards,

DocuSigned by:

*Chandra Shekar Heggannur Shivaramu*

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**Authorized Signatory**

**Acceptance**

I, **Dhanaraj** , hereby accept the terms and conditions of this **Intern Analyst** offer. Please sign and date your

Acceptance

In Process

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**CONFIRMATION PAGE**

The undersigned hereby confirms that he/she has signed and accepted the **Annexure B**, Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement (“Agreement”) in consideration of his/her Intern-Analyst training with Deloitte **Deloitte Consulting India Private Limited** subject to the following:

- The Agreement terms shall continue to be valid during the program engagement with Deloitte and shall survive post-employment.
- The conditions relating to Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Your notice period will be 30 days.
- Any reference to “Employment” in the Agreement shall mean “Intern-Analyst Training program”. The program does not create employment related obligations for the Employer or the Employee.
- Any reference to “Employer” in the Agreement shall mean “Company”.
- Any reference to myself as an “Employee” in the Agreement shall mean “Intern-Analyst”. The program does not create employee-employer relationship.
- Any reference to “Employment Agreement” in the Agreement shall mean “Intern-Analyst Training Agreement”.

Signed and Accepted

\_\_\_\_\_   
Dhanaraj

Date: \_\_\_\_\_

## CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **September 06, 2021** ("Effective Date") is by and between:

Deloitte Consulting India Private Limited having its registered office at **Block "C", Divyasree Technopolis Survey No. 123 & 132/2 Yemlur Post, Yemlur, Off Old Airport Road Bengaluru – 560 037** (referred to as "Company") **Dhanaraj**, residing at **Udupi** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Intern-Analyst Trainee Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Intern-Analyst Trainee at the Company's premises from **September 06, 2021 to September 06, 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Intern-Analyst Trainee program, the Recipient, for himself/ herself and their heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Intern-Analyst Trainee program, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.



5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
  - I. Recipient shall not disclose the Confidential Information to anyone;
  - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
  - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach or threatened breach of any provision of this Agreement and such remedies shall not be deemed to be exclusive remedies for such breach or threatened breach by Recipient, but shall be in addition to all other remedies available to the Company at law or in equity.
8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.
9. Waivers and Amendments
  - (i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.
  - (ii) No amendment or waiver shall be valid unless in writing and signed by both parties.
10. This Agreement shall be governed by the laws of India.

**IN WITNESS WHEREOF**, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Deloitte Consulting India Private Limited	Dhanaraj Date Place: <b>Udupi</b>
---	---

In Process



Dhanaraj

Bengaluru

### Annexure B

#### **Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement (“Employment Agreement”)**

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Block "C", Divyasree Technopolis Survey No. 123 & 132/2 Yemlur Post, Yemlur, Off Old Airport Road Bengaluru – 560 037** (the “Employer”) as **Intern Analyst** and other valuable consideration, I acknowledge and agree that:

#### **PRELIMINARY MATTERS**

1. **Defined Terms.** The italicized terms in this agreement (the “Employment Agreement”) are defined in **Exhibit A** hereto.
2. **Pre-existing Agreements or Arrangements.** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer’s offer of *Employment* or my becoming, and serving as, **Intern Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency’s decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

#### **PROTECTION OF OUR BUSINESS**

3. **Reporting of Proceedings.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.
4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized*

*Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.
6. **Authorization.** Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.
7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.
8. **Authorization to Access Systems and Electronic Communications and use of Deloitte Property.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems*. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my

possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. **Security.** I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. **Ownership of Works.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the

period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. **Pre-existing Creations; Personal Creations.** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.
12. **Post-Employment Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.
13. **Exceptions to Post-Employment Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.
14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities*

remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: Personnel and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.
16. **Post-Employment Restrictions re: Deloitte Property.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

#### **OTHER POST-EMPLOYMENT OBLIGATIONS**

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.
18. **Notification of Post-Employment Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.
19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

#### **OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH**

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte*

*Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.
22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.
23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

## MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in [HYDERABAD: Hyderabad, Andhra Pradesh, India] [MUMBAI: Mumbai, Maharashtra, India] [BENGALURU: Bengaluru, Karnataka, India] [GURGAON: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.
25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.
26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to



the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefor another provision that is legal and enforceable and that achieves the same objective.
28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.
29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.
30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.
31. **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.



## **EXHIBIT A**

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

**Attest Client** – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

**Authorized Signatory** – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

**Confidential Information** – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

**Deloitte Entity** – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

**Deloitte Property** – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

**Deloitte India (Offices of the US)** - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

**Electronic Communications** – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

**Employment** – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

**Form** - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

**Independence** – National Office (Independence) of Deloitte LLP.

**Intellectual Property** - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

**Intellectual Property Rights** – all rights, title and interest in Intellectual Property.

**PCAOB** – the United States Public Company Accounting Oversight Board.

**Personal Creations** – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

**Personnel** – partners, principals, members, officers and employees of a *Deloitte Entity*.

**PII** – information (excluding business contact information such as an individual’s name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name\*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

\* Note: When an individual’s name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

**Pre-existing Agreements or Arrangements** – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement,

including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

**Pre-existing Creations** – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

**Proceedings** – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

**Systems** – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

**Works** - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

**EXHIBIT B**

**Pre-existing Creations; Pre-existing Agreements or Arrangements**

[none, unless otherwise specified]

In Process

ACCEPTED AND AGREED TO:  
**DELOITTE CONSULTING INDIA PRIVATE LIMITED**



**OMKAR CHANDRAMOULI KONCHUR**  
**Talent**

*Authorized Signatory*

\_\_\_\_\_  
Date

An *Authorized Signatory*'s signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

**EXHIBIT C**

**Proceedings**

[none, unless otherwise specified]

In Process

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**EXHIBIT D**

**Exceptions to Post-Employment Restrictions: re: Clients**

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Name of Client

Specified Kind of Services(s) Permitted

In Process

\_\_\_\_\_

**Deloitte Consulting India Private Limited**



**OMKAR CHANDRAMOULI KONCHUR**  
**Talent**

I have read and understood the above policy terms.

\_\_\_\_\_

Signature

\_\_\_\_\_

Name

\_\_\_\_\_

Date

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.



## Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

### Terms of Service

#### 1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on [www.deloittenet.com](http://www.deloittenet.com). The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to [www.deloittenet.com](http://www.deloittenet.com) and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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## 2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT (“Employment Agreement”)

You will be expected to sign the Employer’s Employment Agreement. Please contact Talent for further details.

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## 3. HARRASSMENT POLICY

**Administrative Policy Release (“APR”) 213** is the Employer’s policy prohibiting harassment. Deloitte LLP's subsidiaries located in India (“Deloitte India (Offices of the US)”) are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining *Deloitte U.S. India*.

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## 4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer’s policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

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## 5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years.\* Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

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## 6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

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## 7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

\* This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte India (Offices of the US)’s mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

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## 8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) ([https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218\\_OutsideEmploymentActivities\\_US.aspx](https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx)).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.

- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloittenet.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **September 06, 2021**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

In Process

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name

**16 September 2021**

**OL No: SKLR1351**

Dear DEEKSHA,

We congratulate you for being selected for a 3 Months Training with **SKLR EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Intern**

Training Date: **11 October 2021 to 17 October 2021**

OJT Start Date: **18 October 2021**

OJT End Date: **17 January 2022**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

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

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

(Candidate's Signature)

### **Training Policy**

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

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

Job Type: Full Time Training

Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons ,you will have to serve 15 days notice period or you will have to pay a compensation equal to 15 days stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_

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## ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10th standard or equivalent examination (Original MS for Verification)</li><li>• 12th standard or equivalent examination (Original MS for Verification)</li><li>• Graduation</li><li>• Post-graduation / Doctorate</li></ul> Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.



**30-Aug-2021**

**Dear Faheem Ahmad,**  
B.E., Computer Science & Engineering  
Shri Madhwa Vadiraja Institute of Technology and Management, Udupi

**Candidate ID – 17785647**

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

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

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

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

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

Please note:

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

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

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

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

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





Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

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**2021 Batch Placed Student: Juego Studios Pvt Ltd**

1 message

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

Mon, Dec 14, 2020 at 11:21 AM

Share congratulatory email with placed student of Juego Studio!

Sharing options that you can use for different congratulatory messages too

- Congratulations on receiving the first job offer of your career! Wishing you the very best in your journey of career and life! God bless!
- Congratulations on getting your first job offer! This job is the result of your hard work, dedication and confidence! Stay blessed!
- Many Congratulations to all of you! It is your abilities that have resulted in this job offer and we are proud of you! God bless!
- Many Congratulations on this job offer! You are well deserving of this success! We wish you the very best in your career and life!
- Congratulations! May your work bring you accolades and achievements! May you reach great heights of success in your career and life! God bless!

**Good Wishes,****Vidya Bhat****Head - Training & Placement**

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On Time and Decisions***Do it "NOW"**Sometimes "LATER"**becomes "NEVER"*

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

From: **Abhijith S** <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)>

Date: Sat, Dec 12, 2020 at 2:01 PM

Subject: Re: Juego Studios Pvt Ltd - Placement drive for 2021 Batch

To: Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)>Cc: Suman BK <[suman@juegostudio.com](mailto:suman@juegostudio.com)>, Sneha <[hr@juegostudio.com](mailto:hr@juegostudio.com)>, Navya Abhijith <[navya@juegostudio.com](mailto:navya@juegostudio.com)>, Ashwini JuegoStudio <[ashwini@juegostudio.com](mailto:ashwini@juegostudio.com)>

Hello All,

On behalf of Juego Studios Pvt.Ltd., I would like to thank you and your team for the support extended to us in completing the campus placement drive for the year 2020-21. It was equally challenging for us to execute this drive completely online which wouldn't have been possible without your support.

Here is the final list of students and the position/role they are selected for. Our HR team will be in constant touch with you and selected candidates to take it forward from here.

Name	USN	Position	Status
Avinash	4CB18CS400	Trainee Software Engineer Level 2	SELECTED
Ganesh K S	4MW17CS030	Trainee Software Engineer Level 2	SELECTED
Gokul N V	4JK17CS018	Trainee Software Engineer Level 2	SELECTED
Karthik K Kumar	4MT17CS405	Trainee Software Engineer Level 1	SELECTED
Kaushik R Bangera	4SN17CS037	--	HR ROUND PENDING
Kavya	4SF17CS069	Trainee Software Engineer Level 2	SELECTED
Kushal P	4SN17CS715	Trainee Software Engineer Level 2	SELECTED
Milind Bijukumar	4MT17CS058	Trainee Software Engineer Level 2	SELECTED
Mithun N	4MT17CS059	Trainee Software Engineer Level 1	SELECTED
Praveena Kumar	4CB18CS403	Trainee Software Engineer Level 1	SELECTED
Priyadarshiny	4SF17IS058	Trainee Software Engineer Level 2	SELECTED
Shashan Ram	4MT17CS097	Trainee Software Engineer Level 3	SELECTED
Shashank Kumar	4MT17CS098	Trainee Software Engineer Level 1	SELECTED
Shreekanth P V	4CB17CS088	Trainee Software Engineer Level 1	SELECTED
Thrishul Sheriga S L	4MT17CS086	Trainee Software Engineer Level 2	SELECTED
Uttam Kumar	4MT17CS114	Trainee Software Engineer Level 2	SELECTED
Vaibhav Ganapati Pra	4MT17CS075	Trainee Software Engineer Level 2	SELECTED

Let me know if you need any more clarification.

Regards

On Thu, Dec 10, 2020 at 6:46 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

To keep you updated about the current status, here is the list of students and their status. This includes students from batch 1 and 2.

We have conveyed the same to the students and coordinating with them directly to scheduling the pending rounds.

Name	USN	Round	Status

AVINASH	4CB18CS400	HR	PENDING
Gokul N V	4JK17CS018	HR	SELECTED
Karthik K Kumar	4MT17CS405	HR	SELECTED
Kavya	4SF17CS069	HR	SELECTED
Milind Bijukumar	4MT17CS058	HR	SELECTED
Mithun N	4MT17CS059	HR	SELECTED
Praveena Kumar	4CB18CS403	HR	SELECTED
Priyadarshiny	4SF17IS058	HR	PENDING
Shashank Kumar	4MT17CS098	HR	PENDING
Shreekanth P V	4CB17CS088	HR	PENDING
Thrishul Sheriga S L	4MT17CS086	HR	PENDING
Uttam Kumar	4MT17CS114	HR	PENDING
Vaibhav Ganapati Pra	4MT17CS075	HR	PENDING
Kushal P	4SN17CS715	HR	PENDING
Ganesh K S	4MW17CS030	HR	PENDING
Shashan Ram	4MT17CS097	HR	PENDING
Kaushik R Bangera	4SN17CS037	Tech-2	PENDING

Regards

On Tue, Dec 8, 2020 at 6:46 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello,

As planned we will be conducting Batch-2 of Online programming round tomorrow, 9th December from 2PM to 4PM.

Please find the exam details below,

Link: <http://exam.juegostudio.com/>

Exam code: **X71G**

Regards

On Sat, Dec 5, 2020 at 2:12 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

Here is the list of students from Batch-1 who are shortlisted for further rounds of Technical-2 or HR. We will start the pending rounds from Monday (7th December) onwards and will coordinate with the students directly.

Name	USN
AVINASH	4CB18CS400
Gokul N V	4JK17CS018
K ADITH HOLLA	4MW17EC023
Karthik K Kumar	4MT17CS405
Kavya	4SF17CS069
Milind Bijukumar	4MT17CS058
Mithun N	4MT17CS059
Praveena Kumar	4CB18CS403
Priyadarshiny	4SF17IS058
S L Thrishul Sheriga	4MT17CS086
Shashan Ram	4MT17CS097

Shashank Kumar	4MT17CS098
Shreekanth P V	4CB17CS088
Uttam Kumar	4MT17CS114
Vaibhav Ganapati Pra	4MT17CS075

About Batch-2 (Students who are not able to attend on last Wednesday) we are scheduling that on 9th December 2020 from 2PM to 5PM.

Let me know if you need any more information.

Regards

On Fri, Dec 4, 2020 at 3:54 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello,

Just to keep you updated, Technical-1 round (for Batch-1) is still going on and we are trying to complete it by today evening or by tomorrow(5th December). I will send you the updated list of students and their current status once this round is complete.

Also, can you please send me the list of students (with below details) who were not able to attend online programming rounds (that was conducted on Wednesday), so that I can start planning for the Batch-2.

Student Name, USN, Contact Number

Regards

On Tue, Dec 1, 2020 at 3:10 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

As planned we will be conducting the Round-1 (online programming) tomorrow (02/12/2020). Please find the details below

Link: <http://exam.juegostudio.com/>

Time: 10AM to 1PM (3 hours)

Exam code: Please find the exam code for respective colleges. The test will be activated only at 10AM tomorrow.

College Names	Exam code
AJIT	RKDX
SIT	9K14
CEC	3A78
SCEM	F1W6
SMVITM	NXKU
MITE	EG43
SDIT	Q46M

**Note: Please provide only the respective college code to your students.**

On Sun, Nov 29, 2020 at 2:44 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

As informed earlier please find the mock test for Round-1. The students can use their USN and take up the test for one time.

Link: <http://exam.juegostudio.com/>

Exam code: 64K2

Let me know if you have any questions.

Regards

On Thu, Nov 26, 2020 at 12:36 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

I have compiled all the questions that I received. Please find my response for the same below

1. Is the 6.0 CGPA eligibility considered only from B.E or includes 10th and 12th

We are considering only B.E marks. Also, check the note that I have given in my invitation email.

2. Will you complete all the rounds on the same day?

No. Since we are conducting this placement drive for multiple colleges parallelly, we might take upto 1 week to complete all the rounds and announce the final result. We will communicate to you about the schedules of Round 2 to Round 5 after completion of Round 1.

3. Will there be any mock tests to be given for students to practice.

Yes. We will provide a mock test for Round 1. I am trying to set up our online programming site and provide a mock test on 30th Nov and 1st Dec.

4. Are students allowed to choose which designation they would like to appear like Trainee S/W Level 1, 2 or 3.

No. It will be decided based on their performance from Round 1 to 4.

5. If a student's intention was to appear only for a 5.0 LPA package but if they got selected for a lower package can they forfeit the offer?

Yes, if a student is not satisfied with the package offered then they can forfeit the offer before or during HR Round.

Regards

On Wed, Nov 25, 2020 at 4:20 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

I have listed down few points that would be useful for the students appearing the upcoming campus drives

**Guidelines of technical interview**

1. There will be programming questions that need to be executed in our online editor using c/c++ language.

2. Practice questions from online sites like <https://www.geeksforgeeks.org/> and others.

3. Most commonly the questions would be from categories like strings, arrays, pattern programming, algorithms and data structures.

4. There will be around 3 questions, start with the one which you find easier. Usually questions are arranged in easy to difficult order.

5. Attached two sample questions set from our last year's interview.

Note:

1. Practice using any online programming and compiling tools that are available on the internet so that the students find our online editor easier. We have seen students struggling to use the online code compilers at the interview.

Regards

On Tue, Nov 24, 2020 at 8:02 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Dear Placement Officer,

Greetings from Juego Studios Pvt Ltd

We have planned to conduct the placement drives for the 2021 pass out batch on 2nd and 3rd December 2020. This year due to pandemic we have made few changes to our recruitment process. Please find the interview schedules and other details below. Also, revert back with your confirmation by 27th November 2020, so that we can make required arrangements.

### **General interview process**

Round 1: Will be online programming. Can be attended from home or respective colleges. Dates as given below.

Option 1: 02/12/2020 10AM to 1PM

Option 2: 03/12/2020 3PM to 6PM

Round 2 to Round 5: Video call and screen sharing. Can be attended from home, respective college or Juego Studios Mangalore office.

### **Required positions and selection process**

Position: **Trainee Software Engineer Level 1**

Eligible branches: B.E (CSE, ISE)

Eligibility criteria: Above 6 CGPA

CTC offered: 3.0 LPA

Selection process:

Round 1 - Program execution-1 (Online, C/C++)

Round 2 - Technical-1 (Online or in-person)

Round 3 - HR interview

-----  
Position: **Trainee Software Engineer Level 2**

Eligible branches: B.E (CSE, ISE)

Eligibility criteria: Above 6 CGPA

CTC offered: 4.0 LPA

Selection process:

Round 1 - Program execution-1 (Online, C/C++)

Round 2 - Technical-1 (Online or in-person)

Round 3 - Technical-2 (Online or in-person)

Round 4 - HR interview

-----  
Position: **Trainee Software Engineer Level 3**

Eligible branches: B.E (CSE, ISE)

Eligibility criteria: Above 6 CGPA

CTC offered: 5.0 LPA

Selection process:

Round 1 - Program execution-1 (Online, C/C++)

Round 2 - Program execution-2 (Online or in-person)

Round 3 - Technical-1 (Online or in-person)

Round 4 - Technical-2 (Online or in-person)

Round 5 - HR interview

---

### **Other criteria**

Service agreement : 2 years (Has to execute service agreement at the beginning of Training. Service agreement will commence from the employment date).

Training: Students hired have to attend training before joining.

Training Period: 1 month (Preferably during 7th semester vacation).

Internship: Minimum 4 months (Preferably during 8th semester). Monthly stipend of 10K will be paid for the internship.

Probation Period: 6 months (Commences from the employment date).

Job Location: Bangalore/Mangalore (Based on the company requirement).

**Note: You can also refer any candidates who are good in programming irrespective of branch or CGPA.**

Let me know if you have any more queries.

Ph: +91-9535532299

Regards

--

**Abhijith Shetty**

Vice President

**Juego Studio Private Limited**

Bangalore | Miami | London | Jeddah | Dubai

Mob: +91 9535532299

Skype: [abhijith.shetty.kr](https://www.skype.com/user/abhijith.shetty.kr) | Website: [www.juegostudio.com](http://www.juegostudio.com)

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**Abhijith Shetty**

Vice President - Delivery

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23-Aug-2021

Dear Ganpat Patel,

B.E., Computer Science & Engineering  
Shri Madhwa Vadiraja Institute of Technology and Management, Udupi

Candidate ID – [REDACTED]

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

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

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

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

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

Please note:

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

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

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

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

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

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



**17-March-2021**  
**Hansen Clyde Lobo**  
**Shri Madhwa Vadiraja Institute of Technology & Management**

Dear Hansen,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

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

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

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

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

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

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

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

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



**Annexure A**

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

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

For any further clarification you can mail to [Campus.Connect@nttdata.com](mailto:Campus.Connect@nttdata.com).

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

**Yours sincerely,**  
**FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED**

*Urmimala Sarkar*

**URMIMALA SARKAR**  
**ASSOCIATE DIRECTOR – TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **18-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: \_\_\_\_\_  
**Hansen Clyde Lobo**

Date: **18-March-2021**

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



## DECLARATION

I, Hansen Clyde Lobo (Name of the Candidate) S/o, D/O, W/O \_\_\_\_\_, having permanent address at \_\_\_\_\_ do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

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

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

SIGNATURE:

NAME:Hansen Clyde Lobo

DATE:18-March-2021

PLACE:

Confidential



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

**2021 Placed student@Kaar Technologies via CEC**

1 message

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

Mon, Dec 28, 2020 at 10:12 AM

Good Wishes,

**SMVITM**

Vidya Bhat

Head - Training &amp; Placement

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On Time and Decisions***Do it "NOW"**Sometimes "LATER"**becomes "NEVER"*

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

From: **CEC Placement** <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)>

Date: Sat, Dec 26, 2020 at 10:37 AM

Subject: Re: Kaar Technologies || Group Discussion Round today (22/12/2020).

To:

**Dear Placement Officer,****Greetings from Canara Engineering College!**

Please find below selection details and it is mandatory for the selected candidates to take 3 Months Internship with Kaar Technologies @ Chennai that starts from January 2021, else the offer will become void. We will get back to you with the offer process shortly.

1. Harikrishna R From Madhwa College

**Also, please share the below list of documents in PDF Format in the below given order (merge and send it as a single PDF document) by 03.30 P.M. today (26th of December, 2020) without fail.**

- X Std Marksheet
- XII Std Marksheet
- UG Semester Marksheets (available till date)
- Training's/Certificates (Sports, Events, Music, Symposium, etc.,)
- PAN Card
- Aadhar Card

Thanks &amp; Regards,

Prashanth Kumar A  
Placement Officer.

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Tue, Dec 22, 2020 at 9:45 AM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:**Dear Placement Officer,**

Greetings from Canara Engineering College!

The Group Discussion Round for the shortlisted students will be conducted today (22nd of December, 2020).

Please find below GD Details.

**Group Discussion Details:**

- Interview Mode: Video Call (Through Desktop/Laptop)
- Application: Microsoft Teams
- Dress Code: Formal Dressing
- Noise Free Background

The Company will be sending them the Interview Link through email (which they have given in the excel sheet).

Meeting Invites will be sent to them 15 mins earlier than their batch timing as it purely depends upon the previous batch duration.

Students should wait for their turn as the mentioned timing may get delayed due to previous batch process and requesting you to kindly inform them accordingly.

Sl. No.	Candidate Name	GD Batch	Timing	Gender	DOB	Mother Tongue	X Std	XII Std	UG	College Name	Stream	Reg. No.	Email ID	Mobile No.	Alt. No.
1	Harikrishna R	Batch 1	11.30 AM	Male	1999-01-15	Kannada	95.5	92.3	80	Shri Madhwa Vadiraja Institute of Technology and Management	B.E/B.TECH - CSE	4MW17CS033	<a href="mailto:varunrajnavda@gmail.com">varunrajnavda@gmail.com</a>	8970349309	8277005476
2	Pramoda Kalkura	Batch 1	11.30 AM	Male	1999-03-21	Kannada	94	94	88	Shri Madhwa Vadiraja Institute of Technology and Management	B.E/B.TECH - CSE	4MW17CS057	<a href="mailto:pramodkalkur@gmail.com">pramodkalkur@gmail.com</a>	9538060764	9538097982
3	Pranav L M	Batch 2	12.00 Noon	Male	1999-05-14	Kannada	95.52	94.16	80	Alva's Institute of Engineering and Technology	B.E/B.TECH - CSE	4al17cs062	<a href="mailto:gnkpranav@gmail.com">gnkpranav@gmail.com</a>	8197884948	9380418906
4	Pratham S Kanchan	Batch 2	12.00 Noon	Male	1999-04-15	Kannada	83.04	91	82.20	Shri Madhwa Vadiraja Institute of Technology and Management	B.E/B.TECH - ECE	4MW17EC044	<a href="mailto:prathamkanchan@gmail.com">prathamkanchan@gmail.com</a>	9980246527	9972681919

Thanks & Regards,

**Prashanth Kumar A**  
Placement Officer.

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Sat, Dec 19, 2020 at 12:01 PM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:

Dear Placement Officer,

Greetings from Canara Engineering College!

Please find enclosed Online Assessment Selection details. Kindly send the shortlisted candidate's CV's (PDF Format) in a ZIP format by **03.00 P.M. today (19th of December, 2020) without fail**

Kindly ask the students to rename the file in the given format (Name followed by Initial & Stream - Example: Rajesh Kumar K, ECE).

Sl. No.	Candidate Name	Gender	DOB	Mother Tongue	X Std	XII Std	UG	College Name	Stream	Reg. No.	Email ID	Mobile No.	Alt. No.
---------	----------------	--------	-----	---------------	-------	---------	----	--------------	--------	----------	----------	------------	----------



1	Pranav L M	Male	1999-05-14	Kannada	95.52	94.16	80	Alva's Institute of Engineering and Technology	CSE	4a17cs062	<a href="mailto:gnkpranav@gmail.com">gnkpranav@gmail.com</a>	8197884948	9380418906
3	Harikrishna R	Male	1999-01-15	Kannada	95.5	92.3	80	Shri Madhwa Vadiraja Institute of Technology and Management	CSE	4MW17CS033	<a href="mailto:varunrajnavda@gmail.com">varunrajnavda@gmail.com</a>	8970349309	8277005476
4	Pratham S Kanchan	Male	1999-04-15	Kannada	83.04	91	82.20	Shri Madhwa Vadiraja Institute of Technology and Management	ECE	4MW17EC044	<a href="mailto:prathamskanchan@gmail.com">prathamskanchan@gmail.com</a>	9980246527	9972681919
5	Pramoda Kalkura	Male	1999-03-21	Kannada	94	94	88	Shri Madhwa Vadiraja Institute of Technology and Management	CSE	4MW17CS057	<a href="mailto:pramodkalkur@gmail.com">pramodkalkur@gmail.com</a>	9538060764	9538097982

**Group Discussion Details:**

- Interview Date: Will confirm shortly
- Interview Mode: Video Call (Through Desktop/Laptop)
- Application: Microsoft Teams
- Dress Code: Formal Dressing
- Noise Free Background

Thanks & Regards,

**Prashanth Kumar A**  
Placement Officer.

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Sat, Dec 19, 2020 at 11:59 AM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:  
Dear Placement Officer,

Greetings from Canara Engineering College!

Please find enclosed Online Assessment Selection details. Kindly send the shortlisted candidate's CV's (PDF Format) in a ZIP format by **03.00 P.M. today (19th of December, 2020) without fail**

Kindly ask the students to rename the file in the given format (Name followed by Initial & Stream - Example: Rajesh Kumar K, ECE).

**Group Discussion Details:**

- Interview Date: Will confirm shortly
- Interview Mode: Video Call (Through Desktop/Laptop)
- Application: Microsoft Teams
- Dress Code: Formal Dressing
- Noise Free Background

Thanks & Regards,

**Prashanth Kumar A**  
Placement Officer.

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Thu, Dec 10, 2020 at 12:28 PM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:  
Dear Placement Officer,

Greetings from Canara Engineering College!

Please find below the Assessment Link for Kaar Technologies Online Test:

Assessment Link :  
**139.59.73.184**

Student should only use updated chrome browser (version more than 50) in Laptop or desktop to take up the assessment. **Link will be active from 2.00 PM to 5.00 PM. In between students can take up the assessment.**

Please inform the students to Navigate to this link in chrome browser & Click on signup option and complete the 4 step registration process to proceed with the assessment.

Thanks & Regards,

Prashanth Kumar A  
Placement Officer.

---

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Thu, Dec 10, 2020 at 9:51 AM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:  
Dear Placement Officer,

Greetings from Canara Engineering College!

Reg: KAAR TECH Campus drive, **The Online test link will be shared at 12.30 P.M. today.**

Student should only use updated chrome browser (version more than 50) in Laptop or desktop to take up the assessment. **Link will be active from 2.00 PM to 5.00 PM. In between students can take up the assessment.**

Please inform the students to Navigate to this link in chrome browser & Click on signup option and complete the 4 step registration process to proceed with the assessment.

Thanks & Regards,

Prashanth Kumar A  
Placement Officer.

---

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Thu, Dec 10, 2020 at 9:24 AM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:  
Dear Placement Officer,

Greetings from Canara Emngineering College!

Reg: KAAR TECH Campus drive, **The Online test link will be shared at 12.30 P.M. today.**

Student should only use updated chrome browser (version more than 50) in Laptop or desktop to take up the assessment. **Link will be active from 2.00 PM to 5.00 PM. In between students can take up the assessment.**

Please inform the students to Navigate to this link in chrome browser & Click on signup option and complete the 4 step registration process to proceed with the assessment.

Thanks & Regards,

Prashanth Kumar A  
Placement Officer.

---

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Tue, Dec 8, 2020 at 1:45 PM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:  
**Dear All,**

**Kaar Technologies will be conducting a Campus Hiring Program virtually for BE 2021 on 10th of December, 2020.**

**Note:**  
**Kindly send the database of the eligible students those who have registered on the link given by 03.00 P.M. today (8th of December, 2020) without fail.**  
**Please ignore if the database is already been shared.**

**Registration Link: Incomplete details and those who are not registered in the below link are not eligible for the interview process.**

<https://forms.gle/JHHdbzMkBGn2a1kR6>

**Note:**

**1. Once the registrations are done the Company will shortlist the candidates from the list and only those candidates are allowed to take up the online assessment.**

**Company Profile:**

Kaar Technologies is a Global SAP Consulting and Services provider with esteemed global clientele. They help companies of every size to achieve their business objectives by leveraging their deep SAP expertise, domain knowledge and IT best practices. Focus is their key business differentiator. They are one of the very few players in the global IT industry to offer only SAP services and solutions. They have consciously created a focused business model to deliver best of the breed SAP services and solutions to their clients. Also please visit their website to know more. [www.kaartech.com](http://www.kaartech.com)

**Job Details:**

Position 1	Trainee - Software (SAP Consulting) & 6.5 Lacs p.a (Fixed)
Position 2	Trainee -Product Development & 7 Lacs p.a (Fixed)
Position 3	Trainee - Sales / Pre-sales / Marketing & 7 Lacs p.a (Fixed)
Qualification	BE - IT, CSE, ECE, EEE, Mechanical & Mechatronics
Year of Passing	2021 Batch
Criteria	80% in X Std, 80% in XII Std & 8 CGPA in BE (NO HISTORY OF ARREARS)
Work Location	Chennai

**IMPORTANT:**

Candidates those who are getting selected in the final level discussion should take the mandatory 3 Months Internship with Kaar Technologies @ Chennai Office starting January 2021.

Please find below internship details.

Sl. No.	Mandatory Internship	Stipend	Duration	Location
1	January 2021	Rs. 10,000/Month	3 Months	Kaar Technologies Chennai
2	February 2021	Rs. 10,000/Month		
3	March 2021	Rs. 10,000/Month		
Semester Examination Break - April 2021 to May 2021				

**NOTE:**

After completing the final semester examinations, the selected candidates will be joining us on June 2021.

Sl. No.	Joining Month	Stipend	Location
1	June 2021	Rs. 15,000/Month	Kaar Technologies Chennai
2	July 2021	Rs. 15,000/Month	
3	August 2021	Rs. 15,000/Month	
4	September 2021	Rs. 20,000/Month	
5	October 2021	Rs. 20,000/Month	
6	November 2021	Rs. 20,000/Month	
7	December 2021	Full Salary	

**Note: The joining date is subject to the market conditions.**

**Eligibility Criteria:**

- Consistent 80% Score in X Std, XII Std & Engineering(8 CGPA ), without history of arrears and standing arrears.
- Candidates interested in pursuing full-time higher education are not eligible.
- Candidates who are not willing to relocate to Chennai are not eligible.
- Candidates who are not ready to travel to project locations in India and abroad, will not be eligible.
- Candidates who do not possess constant learning appetite or upskilling their knowledge can refrain from applying.

**Selection Process:**

- Online Assessment (Quantitative Aptitude + Logical Reasoning + Verbal Reasoning + Java Test)
- Group Discussion
- Level 1 Discussion
- Level 2 Discussion
- Document Verification
- Offer Process

Thanks & Regards,

Prashanth Kumar A  
Placement Officer.

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715

Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Tue, Dec 8, 2020 at 10:24 AM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:

Dear Placement Officer,

Greetings from Canara Engineering College!

**Kaar Technologies will be conducting a Campus Hiring Program virtually for BE 2021 on 10th of December, 2020.**

**Note: Kindly send the database of the eligible students those who have registered on the link given by 03.00 P.M. today (8th of December, 2020) without fail.**

**Registration Link: Incomplete details and those who are not registered in the below link are not eligible for the interview process.**

<https://forms.gle/JHHdbzMkBGN2a1kR6>

**Note:**

**1. Once the registrations are done the Company will shortlist the candidates from the list and only those candidates are allowed to take up the online assessment.**

**Company Profile:**

Kaar Technologies is a Global SAP Consulting and Services provider with esteemed global clientele. They help companies of every size to achieve their business objectives by leveraging their deep SAP expertise, domain knowledge and IT best practices. Focus is their key business differentiator. They are one of the very few players in the global IT industry to offer only SAP services and solutions. They have consciously created a focused business model to deliver best of the breed SAP services and solutions to their clients. Also please visit their website to know more. [www.kaartech.com](http://www.kaartech.com)

**Job Details:**

Position 1	Trainee - Software (SAP Consulting) & 6.5 Lacs p.a (Fixed)
Position 2	Trainee -Product Development & 7 Lacs p.a (Fixed)
Position 3	Trainee - Sales / Pre-sales / Marketing & 7 Lacs p.a (Fixed)
Qualification	BE - IT, CSE, ECE, EEE, Mechanical & Mechatronics
Year of Passing	2021 Batch
Criteria	80% in X Std, 80% in XII Std & 8 CGPA in BE (NO HISTORY OF ARREARS)
Work Location	Chennai

**IMPORTANT:**

Candidates those who are getting selected in the final level discussion should take the mandatory 3 Months Internship with Kaar Technologies @ Chennai Office starting January 2021.

Please find below internship details.

Sl. No.	Mandatory Internship	Stipend	Duration	Location
1	January 2021	Rs. 10,000/Month	3 Months	Kaar Technologies Chennai
2	February 2021	Rs. 10,000/Month		
3	March 2021	Rs. 10,000/Month		
Semester Examination Break - April 2021 to May 2021				

**NOTE:**

After completing the final semester examinations, the selected candidates will be joining us on June 2021.

Sl. No.	Joining Month	Stipend	Location
1	June 2021	Rs. 15,000/Month	Kaar Technologies Chennai
2	July 2021	Rs. 15,000/Month	
3	August 2021	Rs. 15,000/Month	
4	September 2021	Rs. 20,000/Month	
5	October 2021	Rs. 20,000/Month	
6	November 2021	Rs. 20,000/Month	
7	December 2021	Full Salary	

**Note: The joining date is subject to the market conditions.**

**Eligibility Criteria:**

- Consistent 80% Score in X Std, XII Std & Engineering(8 CGPA ), without history of arrears and standing arrears.
- Candidates interested in pursuing full-time higher education are not eligible.
- Candidates who are not willing to relocate to Chennai are not eligible.
- Candidates who are not ready to travel to project locations in India and abroad, will not be eligible.
- Candidates who do not possess constant learning appetite or upskilling their knowledge can refrain from applying.

**Selection Process:**

- Online Assessment (Quantitative Aptitude + Logical Reasoning + Verbal Reasoning + Java Test)
- 
- Group Discussion
-

- Level 1 Discussion
- Level 2 Discussion
- Document Verification
- Offer Process

Thanks & Regards,

Prashanth Kumar A  
Placement Officer.

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Mon, Dec 7, 2020 at 10:56 AM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:  
Dear Placement Officer,

Greetings from Canara Engineering College!

**Kaar Technologies will be conducting a Campus Hiring Program virtually for BE 2021 .**

**Registration Link: Incomplete details and those who are not registered in the below link are not eligible for the interview process.**

<https://forms.gle/JHHdbzMkBGn2a1kR6>

**Note:**

- 1. Once the registrations are done the Company will shortlist the candidates from the list and only those candidates are allowed to take up the online assessment.**
- 2. Please inform all the Eligible students to complete the registration process by 03.00 P.M. today (7th of December, 2020) without fail.**

**Company Profile:**

Kaar Technologies is a Global SAP Consulting and Services provider with esteemed global clientele. They help companies of every size to achieve their business objectives by leveraging their deep SAP expertise, domain knowledge and IT best practices. Focus is their key business differentiator. They are one of the very few players in the global IT industry to offer only SAP services and solutions. They have consciously created a focused business model to deliver best of the breed SAP services and solutions to their clients. Also please visit their website to know more. [www.kaartech.com](http://www.kaartech.com)

**Job Details:**

Position 1	Trainee - Software (SAP Consulting) & 6.5 Lacs p.a (Fixed)
Position 2	Trainee -Product Development & 7 Lacs p.a (Fixed)
Position 3	Trainee - Sales / Pre-sales / Marketing & 7 Lacs p.a (Fixed)
Qualification	BE - IT, CSE, ECE, EEE, Mechanical & Mechatronics
Year of Passing	2021 Batch
Criteria	80% in X Std, 80% in XII Std & 8 CGPA in BE (NO HISTORY OF ARREARS)
Work Location	Chennai

**IMPORTANT:**

Candidates those who are getting selected in the final level discussion should take the mandatory 3 Months Internship with Kaar Technologies @ Chennai Office starting January 2021.

Please find below internship details.

Sl. No.	Mandatory Internship	Stipend	Duration	Location
1	January 2021	Rs. 10,000/Month	3 Months	Kaar Technologies Chennai
2	February 2021	Rs. 10,000/Month		
3	March 2021	Rs. 10,000/Month		
Semester Examination Break - April 2021 to May 2021				

**NOTE:**

After completing the final semester examinations, the selected candidates will be joining us on June 2021.

Sl. No.	Joining Month	Stipend	Location
1	June 2021	Rs. 15,000/Month	Kaar Technologies Chennai
2	July 2021	Rs. 15,000/Month	
3	August 2021	Rs. 15,000/Month	
4	September 2021	Rs. 20,000/Month	
5	October 2021	Rs. 20,000/Month	
6	November 2021	Rs. 20,000/Month	
7	December 2021	Full Salary	

**Note: The joining date is subject to the market conditions.**

**Eligibility Criteria:**

- Consistent 80% Score in X Std, XII Std & Engineering(8 CGPA ), without history of arrears and standing arrears.
- Candidates interested in pursuing full-time higher education are not eligible.
- Candidates who are not willing to relocate to Chennai are not eligible.
- Candidates who are not ready to travel to project locations in India and abroad, will not be eligible.
- Candidates who do not possess constant learning appetite or upskilling their knowledge can refrain from applying.

**Selection Process:**

- Online Assessment (Quantitative Aptitude + Logical Reasoning + Verbal Reasoning + Java Test)
- Group Discussion
- Level 1 Discussion
- Level 2 Discussion
- Document Verification
- Offer Process

Thanks & Regards,

**Prashanth Kumar A**  
Placement Officer.

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Fri, Dec 4, 2020 at 2:44 PM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:  
Dear Placement Officer,

Greetings from Canara Engineering College!

**Kaar Technologies will be conducting a Campus Hiring Program virtually for BE 2021 .**

**Kindly confirm your participation and send the eligibility list of the students by 06.00 P.M. today (4th of December, 2020)**

**Company Profile:**

Kaar Technologies is a Global SAP Consulting and Services provider with esteemed global clientele. They help companies of every size to achieve their business objectives by leveraging their deep SAP expertise, domain knowledge and IT best practices. Focus is their key business differentiator. They are one of the very few players in the global IT industry to offer only SAP services and solutions. They have consciously created a focused business model to deliver best of the breed SAP services and solutions to their clients. Also please visit their website to know more. [www.kaartech.com](http://www.kaartech.com)

**Job Details:**

Position 1	Trainee - Software (SAP Consulting) & 6.5 Lacs p.a (Fixed)
Position 2	Trainee -Product Development & 7 Lacs p.a (Fixed)
Position 3	Trainee - Sales / Pre-sales / Marketing & 7 Lacs p.a (Fixed)
Qualification	BE - IT, CSE, ECE, EEE, Mechanical & Mechatronics
Year of Passing	2021 Batch
Criteria	80% in X Std, 80% in XII Std & 8 CGPA in BE (NO HISTORY OF ARREARS)
Work Location	Chennai

**IMPORTANT:**

Candidates those who are getting selected in the final level discussion should take the mandatory 3 Months Internship with Kaar Technologies @ Chennai Office starting January 2021.

Please find below internship details.

Sl. No.	Mandatory Internship	Stipend	Duration	Location
1	January 2021	Rs. 10,000/Month	3 Months	Kaar Technologies Chennai
2	February 2021	Rs. 10,000/Month		
3	March 2021	Rs. 10,000/Month		
Semester Examination Break - April 2021 to May 2021				

**NOTE:**

After completing the final semester examinations, the selected candidates will be joining us on June 2021.

Sl. No.	Joining Month	Stipend	Location
1	June 2021	Rs. 15,000/Month	Kaar Technologies Chennai
2	July 2021	Rs. 15,000/Month	
3	August 2021	Rs. 15,000/Month	
4	September 2021	Rs. 20,000/Month	

5	October 2021	Rs. 20,000/Month
6	November 2021	Rs. 20,000/Month
7	December 2021	Full Salary

**Note:** The joining date is subject to the market conditions.

**Eligibility Criteria:**

- Consistent 80% Score in X Std, XII Std & Engineering(8 CGPA ), without history of arrears and standing arrears.
- Candidates interested in pursuing full-time higher education are not eligible.
- Candidates who are not willing to relocate to Chennai are not eligible.
- Candidates who are not ready to travel to project locations in India and abroad, will not be eligible.
- Candidates who do not possess constant learning appetite or upskilling their knowledge can refrain from applying.

**Selection Process:**

- Online Assessment (Quantitative Aptitude + Logical Reasoning + Verbal Reasoning + Java Test)
- Group Discussion
- Level 1 Discussion
- Level 2 Discussion
- Document Verification
- Offer Process

Thanks & Regards,

**Prashanth Kumar A**  
Placement Officer.

---

Canara Engineering College,  
Benjanapadavu., Bantwal Taluk,  
Mangaluru.Karnataka,India.  
Ph:0824-2278674  
Mobile:9880862001/8123769715  
Website: [www.canaraengineering.in](http://www.canaraengineering.in)



Dr. C K Manjunath &lt;placement@sode-edu.in&gt;

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**From SMVITM: Result of selected students requested**

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**Radhika Ajith** <radhika.ajith@tcs.com>

Sat, Dec 26, 2020 at 4:11 PM

To: Placement Officer SMVITM &lt;placement@sode-edu.in&gt;

Cc: Rohit Lekkala &lt;lekkala.rohit@tcs.com&gt;, Pradeep Kote &lt;pradeep.kote@tcs.com&gt;

**Dear Sir/Ma'am,****Greetings from Tata Consultancy Services!!!!**

Thank you for your support and partnership during the TCS 2021 Recruitment Drive

Sharing the list of students who are shortlisted for offer. Shortlisted students will receive offer letter shortly.

Student offer is valid subject to a positive background check &amp; meeting the eligibility criteria.

Please be informed that TCS would be in all its rights to revoke the offer/recall selection to anyone who is found not eligible as per the TCS eligibility criteria during any point of the process (Interview/Post interview/Post selection).

Eligibility of the students was considered basis the data declared by them during the application process. Request you to Validate &amp; confirm on the student meeting the eligibility criteria.

- **Request to confirm (attachment)**
  - 1) **Students offer acceptance/non-acceptance of offer for any reasons &**
  - 2) **Validate & re-confirm on the student meeting the eligibility criteria.**

**Please find below the eligibility criteria for your easy reference and understanding.**  
**Eligibility Criteria**

1. This hiring is only open for B.E/ B.Tech/ M.E/ M.Tech/ M.Sc/ MCA graduates from 2021 batch (the students who will be passing out in 2021). All engineering courses are eligible for UG/PG. For M.sc, only IT and Computer Science related streams are eligible.
2. Minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or 6 CGPA in each of Class Xth, Class XIIth, Diploma (if applicable), Graduation and Post-Graduation examination which includes successful completion of final year/semester. Students who have done their Secondary or Senior Secondary from NIOS are Eligible. Marksheets issued by the Board are to be considered as the Final Marks. In case someone has done their 12th with less than 6 CGPA or 60% and has done a diploma post that where the candidate has scored equal to or above 6 CGPA, they will be eligible only if the Diploma is of 3 years and not of 2 years.
3. Maximum up to 1 pending backlog/arrear in the highest qualification will be permitted only at the time of appearing for the TCS Selection process. If selected, no pending backlogs will be permitted at the time of joining TCS. All pending backlogs should be completed within the stipulated time duration.
4. Only Full time courses will be considered (Part Time/Correspondence courses/Distance Learning will not be considered)
5. A candidate should meet the below specified age criteria at the time of being put through the TCS selection process: Minimum age – 18 years and Maximum age - 28 years



Kindly confirm student's Eligibility & Offer acceptance before 29th Dec 4pm. If not confirmed before mentioned date, it will be construed that students are not interested in this employment and this offer will be automatically withdrawn.

Thanks & Regards

Radhika Ajith

HR-Campus Recruitment

Tata Consultancy Services Limited

Brigade Bhuwalka Icon (Land Mark, Next to Taj Vivanta Hotel, ITPL Road)

Whitefield, Bengaluru,

Mailto: [radhika.ajith@tcs.com](mailto:radhika.ajith@tcs.com)

Cell:8129418068



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**From:** Placement Officer SMVITM

**Sent:** 26 December 2020 15:39

**To:** Radhika Ajith

**Cc:** Rohit Lekkala; Pradeep Kote

**Subject:** From SMVITM: Result of selected students requested

"External email. Open with Caution"

Dear Radhika,

Greeting from me to all of you! Trust you are doing well!

Eagerly awaiting your reply of the selected students from our college.

=====

Notice: The information contained in this e-mail

message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

**SMVITM.xlsx**

11K

Reference ID	ParticipantID	Name	Branch	Offer Type
DT20195159029	NQT2010302506	RAUNAK CHOUDHARY	Bangalore	Digital
DT20206831956	NQT2010309683	Shrilatha S	Bangalore	Ninja
DT20206835013	NQT2010327916	Akshatha .	Bangalore	Ninja
DT20206872818	NQT2010305462	Vaibhavalaxmi S	Bangalore	Ninja
DT20207164572	NQT2010084748	Shloka Shetty	Bangalore	Ninja
DT20207166778	NQT2010494103	Aysha Sana	Bangalore	Ninja
DT20207208083	NQT2010321660	Shrinidhi N	Bangalore	Ninja
DT20207208802	NQT2010323749	Samskrithi Jain	Bangalore	Ninja
DT20207211953	NQT2010336295	HARSHA MAIYA	Bangalore	Ninja
DT20207212379	NQT2010337860	Ganpat Patel	Bangalore	Ninja
DT20207234902	NQT2010424093	Deepti Barboza	Bangalore	Ninja
DT20207239221	NQT2010434268	Chintan Shetty	Bangalore	Ninja
DT20207301775	NQT2010566340	Prajwal BS	Bangalore	Ninja
DT20207212703	NQT2010339574	Prerana P	Bangalore	Ninja



Email ID
raunak.17cs064@sode-edu.in
shrilatha.17cs082@sode-edu.in
akshatharao98@gmail.com
vaibhavalaxmi.17cs093@sode-edu.in
shlokshetty1998@gmail.com
ayshasana579@gmail.com
nidhinshri1299@gmail.com
samskrithi.17cs070@sode-edu.in
harsha.17cs034@sode-edu.in
ganpat.patel.012@gmail.com
deepti.17cs024@sode-edu.in
chinthanshetty100@gmail.com
prajwal.17cs056@sode-edu.in
prerana.17ec047@sode-edu.in

Yes

No

September 7, 2021

H [REDACTED] 21-22

Mr. Jithesh Shenoy

'S [REDACTED]  
A [REDACTED] api-576103

[REDACTED] 03

India

Ph: +91-9482750677

Dear Jithesh,

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 **20-Sep-2021**.

**Location**

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

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

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

**Training**

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

**16 September 2021**

**OL No: SKLR1353**

Dear K SAHANA,

We congratulate you for being selected for a 3 Months Training with **SKLR EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Intern**

Training Date: **11 October 2021 to 17 October 2021**

OJT Start Date: **18 October 2021**

OJT End Date: **17 January 2022**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

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

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

(Candidate's Signature)

### **Training Policy**



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

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

Job Type: Full Time Training

Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons ,you will have to serve 15 days notice period or you will have to pay a compensation equal to 15 days stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:\_\_\_\_\_

(Candidate's Signature)

DATE:\_\_\_\_\_

---

## ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10th standard or equivalent examination (Original MS for Verification)</li><li>• 12th standard or equivalent examination (Original MS for Verification)</li><li>• Graduation</li><li>• Post-graduation / Doctorate</li></ul> Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.



Mr. K Shrivathsa

**Employment Offer**

Referring to your interview with us, we are pleased to offer you employment as per the following terms;

**Designation:** Software Developer

**Joining Date:** 18th June 2021

**Job Location:** Mangalore

**Salary Details:** Gross CTC 4,20,000/- INR Per Annum

**Relevant employment details are as provided below:**

1. Your Date of Joining (DOJ) will be on **18th June 2021**, failing which Mangalore Infotech Solutions Pvt. Ltd. has the right to revisit the offer.
2. You will work as an Intern for 3 months from the DOJ.
3. During the internship period
  - a. You will be paid a stipend of Rs 12,000 per month.
  - b. Your performance will be critically assessed by your Mentor/Manager through regular feedback. This feedback is meant to highlight areas of improvement.
  - c. Your confirmation and appointment as a full time employee will require consistent performance where expectations set by the Mentor/Manager should be met, failing which the management will decide the appropriate action to be taken.

**Upon full-time employee appointment**

1. Provident fund eligibility will be as per the statutory requirements.
2. Professional tax and income tax deduction at source (TDS) will be deducted based on individual declarations made and as per regulations prevailing from time to time.
3. Gratuity eligibility will be as per the provisions of the Gratuity Act.
4. Performance review is conducted as per HR policy.
5. Notice period for leaving the organisation is 30 days from the date of acceptance of resignation.
6. Management reserves the right to restructure the salary component.

We are confident that you will find this new opportunity both challenging and rewarding.

Kindly acknowledge with your acceptance for this offer letter by **17th June 2021**. You can do it by sending us the scanned copy with your acceptance signature.

Please provide us the following below document with Original for verification on the date of joining

- **Education qualification - Copy of the official marks cards**
- **Proof of previous employment - Copy of the experience letters, if any**
- **Copies of Address Proof, Aadhar Card, PAN Card and 3 Passport size photos**

Thanks & Regards

For **MANGALORE INFOTECH SOLUTIONS PVT. LTD.**

Prashanth Shenoy Katpady

**Director**





# MANGALOREINFOTECH

## Compensation Worksheet

Personal Details	Name	K Shrivathsa
	Notice Period Required	30 days
	Contact Numbers	8277085202
	CTC Period	September 2021 to June 2022
	Company	Mangalore Infotech Solutions Pvt. Ltd.
	Position	Software Engineer
	Grade	IIC
<b>A Fixed Components Per Month</b>		
A - Fixed Components	Basic Salary - Consolidated	16660
	Dearness Allowance	0
	Total - A	16660
B - Perquisites / Choice Pay	<b>B Perquisites Per Month</b>	
	House Rent Allowance	6664
	City Compensatory Allowance	3332
	Transport Allowance	1000
	Medical Allowance	
	Books Allowance	
	Special Allowance	1000
	Leave Travel Concession	2000
	Total - B	13996
C - Retirement Benefits	<b>C Retirals Per Month</b>	
	PF	1800
	Grand Total ( A + B + C ) Per Month	32456
	Guaranteed Cash ( A + B + C ) Per Year	389472
D - ESI	ESI per month	0.00
	Total D Per Year	0.00
E - Variable Pay	Annual Performance Compensation	30656
	Total CTC In Lakhs (Paysheet)	4.20
Other Benefits	Medical Insurance	100,000.00
	Personal Accident Insurance	Floater Policy of Rs.3 lakhs

1. The appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
2. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.
3. The Performance Compensation will be paid out in the month of the Annual Appraisal, based on the performance

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.

*K. Prashant S.*

Director



16-06-2021



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

## 2021 Batch Placed students @ Infosys Campus Recruitment

1 message

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

Wed, Dec 23, 2020 at 2:09 PM

Pls share congratulatory message

Good Wishes,

**SMVITM**

Vidya Bhat

Head - Training &amp; Placement

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On Time and Decisions***Do it "NOW"**Sometimes "LATER"**becomes "NEVER"*

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

From: **Pramod\_MV** <[Pramod\\_MV@infosys.com](mailto:Pramod_MV@infosys.com)>

Date: Wed, Dec 23, 2020 at 1:34 PM

Subject: Infosys Campus Recruitment Program: List of students selected for a job offer

To: Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>Cc: AmoghVadiraj Bengeri <[amoghvadiraj.b@infosys.com](mailto:amoghvadiraj.b@infosys.com)>

The Infosys logo consists of the word 'Infosys' in a white, sans-serif font, with the tagline 'Navigate your next' in a smaller font below it.

The slogan 'Move forward. Take the world with you.' is written in white, sans-serif font. To the right of the slogan is a white graphic of a right-pointing arrow with a square head.

# Campus Recruitment Program

Dear Madam,

We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21. Please refer to the attached excel sheet to see the list of candidates with their status (Offer / Reject) updated under the respective sheet.

12/23/2020

Shri Sode Vadiraja Mutt Education Trust Mail - 2021 Batch Placed students @ Infosys Campus Recruitment

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Pramod.M.V

Talent Acquisition

Infosys Limited

Copyright © 2020 Infosys Limited

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 **SMVIT.xlsx**  
15K

<b>Candidate Name</b>	<b>Candidate Email</b>	<b>Final Status</b>
Shubham Poojary	poojaryshubham.17cs052@sode-edu.in	Offer
Raunak Choudhary	raunak.17cs064@sode-edu.in	Offer
Sharanya .	sharanya.17ec054@sode-edu.in	Offer
Gopika CB	gopika.17ec020@sode-edu.in	Offer
Kirthi Nayak	kirthi.17cs039@sode-edu.in	Offer
Anirudha B Shetty	anirudha.17me010@sode-edu.in	Offer
Shrilatha S	shrilatha.17cs082@sode-edu.in	Offer
Aysha Sana	aysha.17cs012@sode-edu.in	Offer
Vinayak Hegde	vinayak.17ec080@sode-edu.in	Offer
Nidish Suvarna	nidish.17ec032@sode-edu.in	Offer
Namana Upadhya	namana.17ec030@sode-edu.in	Offer





<b>Candidate Name</b>	<b>Candidate Email</b>	<b>Final Status</b>
Vikranth Kumar	vikranth.17me071@sode-edu.in	RAI
Harsha .	harsha.17cs034@sode-edu.in	RAI

<b>College Name</b>
Shri Madhwa Vadiraja Institute Of Technology & Management
Shri Madhwa Vadiraja Institute Of Technology & Management



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



donotreply.indiacamp... Yesterday  
to me ▾



### See you soon at Accenture!

Dear Mahima S Rao,

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

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

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

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

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

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

Regards,  
Recruitment Team  
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically



**16 September 2021**

**OL No: SKLR1355**

Dear MOHIKA,

We congratulate you for being selected for a 3 Months Training with **SKLR EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Intern**

Training Date: **11 October 2021 to 17 October 2021**

OJT Start Date: **18 October 2021**

OJT End Date: **17 January 2022**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

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

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

(Candidate's Signature)

### **Training Policy**

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

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

Job Type: Full Time Training

Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons ,you will have to serve 15 days notice period or you will have to pay a compensation equal to 15 days stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_

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## ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10th standard or equivalent examination (Original MS for Verification)</li><li>• 12th standard or equivalent examination (Original MS for Verification)</li><li>• Graduation</li><li>• Post-graduation / Doctorate</li></ul> Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

**Offer Letter from Seventh Sense**

**11.09.2021**

Dear Nishwan. N,

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

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

You will receive Rs. 285,600 (CTC) annually with reimbursements of expenses made on behalf of the company.

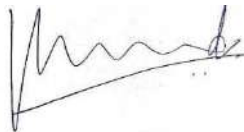
If you accept this offer, your work agreement with us will have to be executed for one year from the date of joining as a permanent employee. Please send the signed (with date) copy of this offer letter and scanned copy of the documents mentioned in the annexure on or before **12.09.2021** and send it to [info@seventhsensetalent.com](mailto:info@seventhsensetalent.com)

You have also to bring hard copy of these documents together (for verification) at the time of joining as a permanent employee.

If your acceptance letter is not received before **13.09.2021** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,

I accept the offer



Director  
Seventh Sense Talent Solutions

Nishwan. N

Date.....

ANNEXURE TO OFFER LETTER OF Nishwan. N

Scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with photo clearly visible
3. Graduation and Post graduation certificate, if any.
4. Colour Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a word document)
6. Bank Account details with photo, name, account number and IFSC being clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
9. **Aadhar Card & Laptop (Mandatory)**
10. Last 3 months pay slips, relieving letter from the previous employer, Experience letter (if applicable)

@#@#@#@#



**Offer Letter from Seventh Sense**

**11.09.2021**

Dear Noor Banu,

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

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

You will receive Rs. 285,600 (CTC) annually with reimbursements of expenses made on behalf of the company. A one-time joining bonus of Rs. 5000/- will be paid along with the first month salary.

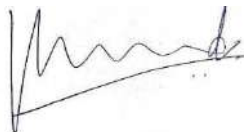
If you accept this offer, your work agreement with us will have to be executed for one year from the date of joining as a permanent employee. Please send the signed (with date) copy of this offer letter and scanned copy of the documents mentioned in the annexure on or before **12.09.2021** and send it to [info@seventhsensetalent.com](mailto:info@seventhsensetalent.com)

You have also to bring hard copy of these documents together (for verification) at the time of joining as a permanent employee.

If your acceptance letter is not received before **13.09.2021** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,

I accept the offer



Director  
Seventh Sense Talent Solutions

Noor Banu

Date.....

ANNEXURE TO OFFER LETTER OF Noor Banu

Scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with photo clearly visible
3. Graduation and Post graduation certificate, if any.
4. Colour Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a word document)
6. Bank Account details with photo, name, account number and IFSC being clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
9. **Aadhar Card & Laptop (Mandatory)**
10. Last 3 months pay slips, relieving letter from the previous employer, Experience letter (if applicable)

@#@#@#@#



PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear Pareekshith S ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

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## 2020 Placed Students: Chegg India Online Test Results 2020

1 message

---

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

Fri, Nov 20, 2020 at 4:26 PM

Pls share a congratulatory message for these 2020 students. and add to the list of TPC placed students

Add this message to the congratulatory message -

Note: All the information related to onboarding will be mailed to the student's registered email id. The Cheggs team will soon connect with all selected students through their registered mobile number for getting the login credentials of the Chegg Portal and to start working as per your convenience.

All the Best for their new journey with Chegg India!

Good Wishes,



**Vidya Bhat**

Head - Training & Placement

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Time and Decisions**

*Do it "NOW"*

*Sometimes "LATER"*

*becomes "NEVER"*

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

From: **Chegg Campus Connect** <[campusconnect@chegg.com](mailto:campusconnect@chegg.com)>

Date: Fri, Nov 20, 2020 at 1:56 PM

Subject: Chegg India Online Test Results 2020

To: Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

Dear Training and Placement team,

Hope your students had wonderful time attending the drive as we had conducting it!

Thank you for extending uninterrupted support for the smooth conduction of the Campus Drive. We take immense pleasure in sharing the list of selected students who were the part of Chegg India's Campus Drive for the profile of "Subject Matter Experts".

Kindly inform your students that, all the information related to onboarding will be mailed on student's registered email id. Also, our team will soon connect with them on their registered mobile number. They will

be getting their login credentials of the Chegg Portal and then they can start working as per their convenience.

Wishing all the students, All the Best for their new journey with Chegg!! See you Onboard!

Get...Set...Chegg!!

Prakriti Shrivastava | Campus Team

[M] 9560047051 [E] [campusconnect@chegg.com](mailto:campusconnect@chegg.com)

Chegg India Pvt. Ltd.

[Expert Testimonials](#) | [Chegg Inc.](#) | [Chegg India](#)

---

 **Shri Madhwa.xlsx**  
9K

Email	Name	Mobile	Select Subject
jeevanpoojary267@gmail.com	Jeevan Poojary	9.20E+11	Civil Engineering
yajneshanchan@gmail.com	Yajnesh Anchan	9.19E+11	Computer Science
sushmitha.16ec070@sode-edu.in	SUSHMITHA SHERIGAR	9.19E+11	Computer Science
prajna.17cs054@sode-edu.in	Prajna .	9.19E+11	Computer Science
poojaryharshitha23@gmail.com	Harshitha Poojary	9.17E+11	Computer Science
naveed43ali@gmail.com	Naveed ali	9.20E+11	Computer Science
aisiri.16cs002@sode-edu.in	Aisiri .	9.18E+11	Computer Science
srajan.16me092@sode-edu.in	Srajan Kotian	9.20E+11	Mechanical Engineering
kirthinayak199@gmail.com	Kirthi Nayak	9.20E+11	Computer Science
akashpatil1800@gmail.com	Akash Patil	9.18E+11	Mechanical Engineering





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

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## Fwd: Congratulations! Selected for Cognizant's GenC - Developer

1 message

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**Pramod Kalkura** <pramodkalkur@gmail.com>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Wed, Sep 8, 2021 at 5:41 PM

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

From: **Superset** <notifications@email.joinsuperset.com>  
Date: Tue, 7 Sep, 2021, 11:26 am  
Subject: Congratulations! Selected for Cognizant's GenC - Developer  
To: <pramodkalkur@gmail.com>

Dear Pramoda Kalkura,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards  
Human Resources- GenC Program  
Cognizant





Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

## 2021 Placed Student @ Juego Studios Pvt Ltd - additional 1

1 message

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

Fri, Mar 5, 2021 at 12:04 PM

Pls check if we have shared this information and if not, pls share congratulatory Message  
**Good Wishes,**

**Vidya Bhat**

Head - Training &amp; Placement

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

Tel: [O] (+91- 820) 258 9187

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On Time and Decisions****Move Forward!****Go, kiss the world!**

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

From: **Abhijith S** <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)>

Date: Fri, Mar 5, 2021 at 11:46 AM

Subject: Re: From SMVITM: Reg Juego Studios Pvt Ltd - Selected students

To: Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>Cc: Suman BK <[suman@juegostudio.com](mailto:suman@juegostudio.com)>, Sneha <[hr@juegostudio.com](mailto:hr@juegostudio.com)>, Navya Abhijith <[navya@juegostudio.com](mailto:navya@juegostudio.com)>, Ashwini JuegoStudio <[ashwini@juegostudio.com](mailto:ashwini@juegostudio.com)>

Hello Vidya,

I think I had missed to officially inform about the selection of this candidate, please include below candidate also in the selected list.

Name	USN	Position	Status
Pranav R Nayak N	4MW17CS058	Trainee Software Engineer Level 1	SELECTED

Regards

--

Abhijith Shetty

Vice President - Delivery

Juego Studio Private Limited

Bangalore | Miami | London | Jeddah | Dubai

Mob: +91 9535532299

Skype: [abhijith.shetty.kr](https://www.skype.com/user/abhijith.shetty.kr) | Website: [www.juegostudio.com](http://www.juegostudio.com)

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On 14-Dec-2020, at 11:28 AM, Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:

Dear Abhijith and Team Juego,

Greetings of SMVITM!

Thank you for your continued support of SMVITM!

While this year has been a challenging one for all of us,  
we are happy to see our students being placed in workplaces of their choice!

I am sure they will grow to be great assets for Juego!

Assuring you our unstinted support always!

**Good Wishes,**



**Vidya Bhat**

**Head - Training & Placement**

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Time and Decisions**

*Do it "NOW"*

*Sometimes "LATER"*

*becomes "NEVER"*

On Sat, Dec 12, 2020 at 2:01 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

On behalf of Juego Studios Pvt.Ltd., I would like to thank you and your team for the support extended to us in completing the campus placement drive for the year 2020-21. It was equally challenging for us to execute this drive completely online which wouldn't have been possible without your support.

Here is the final list of students and the position/role they are selected for. Our HR team will be in constant touch with you and selected candidates to take it forward from here.

Name	USN	Position	Status
Avinash	4CB18CS400	Trainee Software Engineer Level 2	SELECTED
Ganesha K S	4MW17CS030	Trainee Software Engineer Level 2	SELECTED
Gokul N V	4JK17CS018	Trainee Software Engineer Level 2	SELECTED
Karthik K Kumar	4MT17CS405	Trainee Software Engineer Level 1	SELECTED
Kaushik R Bangera	4SN17CS037	--	HR ROUND PENDING
Kavya	4SF17CS069	Trainee Software Engineer Level 2	SELECTED
Kushal P	4SN17CS715	Trainee Software Engineer Level 2	SELECTED
Milind Bijukumar	4MT17CS058	Trainee Software Engineer Level 2	SELECTED
Mithun N	4MT17CS059	Trainee Software Engineer Level 1	SELECTED
Praveena Kumar	4CB18CS403	Trainee Software Engineer Level 1	SELECTED
Priyadarshiny	4SF17IS058	Trainee Software Engineer Level 2	SELECTED
Shashan Ram	4MT17CS097	Trainee Software Engineer Level 3	SELECTED
Shashank Kumar	4MT17CS098	Trainee Software Engineer Level 1	SELECTED
Shreekanth P V	4CB17CS088	Trainee Software Engineer Level 1	SELECTED
Thrishul Sheriga S L	4MT17CS086	Trainee Software Engineer Level 2	SELECTED
Uttam Kumar	4MT17CS114	Trainee Software Engineer Level 2	SELECTED
Vaibhav Ganapati Pra	4MT17CS075	Trainee Software Engineer Level 2	SELECTED

Let me know if you need any more clarification.

Regards

On Thu, Dec 10, 2020 at 6:46 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

To keep you updated about the current status, here is the list of students and their status. This includes students from batch 1 and 2.

We have conveyed the same to the students and coordinating with them directly to scheduling the pending rounds.

Name	USN	Round	Status
AVINASH	4CB18CS400	HR	PENDING
Gokul N V	4JK17CS018	HR	SELECTED
Karthik K Kumar	4MT17CS405	HR	SELECTED
Kavya	4SF17CS069	HR	SELECTED
Milind Bijukumar	4MT17CS058	HR	SELECTED
Mithun N	4MT17CS059	HR	SELECTED

Praveena Kumar	4CB18CS403	HR	SELECTED
Priyadarshiny	4SF17IS058	HR	PENDING
Shashank Kumar	4MT17CS098	HR	PENDING
Shreekanth P V	4CB17CS088	HR	PENDING
Thrishul Sheriga S L	4MT17CS086	HR	PENDING
Uttam Kumar	4MT17CS114	HR	PENDING
Vaibhav Ganapati Pra	4MT17CS075	HR	PENDING
Kushal P	4SN17CS715	HR	PENDING
Ganesh K S	4MW17CS030	HR	PENDING
Shashan Ram	4MT17CS097	HR	PENDING
Kaushik R Bangera	4SN17CS037	Tech-2	PENDING

Regards

On Tue, Dec 8, 2020 at 6:46 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello,

As planned we will be conducting Batch-2 of Online programming round tomorrow, 9th December from 2PM to 4PM.

Please find the exam details below,

Link: <http://exam.juegostudio.com/>

Exam code: **X71G**

Regards

On Sat, Dec 5, 2020 at 2:12 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

Here is the list of students from Batch-1 who are shortlisted for further rounds of Technical-2 or HR. We will start the pending rounds from Monday (7th December) onwards and will coordinate with the students directly.

Name	USN
AVINASH	4CB18CS400
Gokul N V	4JK17CS018
K ADITH HOLLA	4MW17EC023
Karthik K Kumar	4MT17CS405
Kavya	4SF17CS069
Milind Bijukumar	4MT17CS058
Mithun N	4MT17CS059
Praveena Kumar	4CB18CS403
Priyadarshiny	4SF17IS058
S L Thrishul Sheriga	4MT17CS086
Shashan Ram	4MT17CS097
Shashank Kumar	4MT17CS098
Shreekanth P V	4CB17CS088
Uttam Kumar	4MT17CS114
Vaibhav Ganapati Pra	4MT17CS075

About Batch-2 (Students who are not able to attend on last Wednesday) we are scheduling that on 9th December 2020 from 2PM to 5PM.

Let me know if you need any more information.

Regards

On Fri, Dec 4, 2020 at 3:54 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello,

Just to keep you updated, Technical-1 round (for Batch-1) is still going on and we are trying to complete it by today evening or by tomorrow(5th December). I will send you the updated list of students and their current status once this round is complete.

Also, can you please send me the list of students (with below details) who were not able to attend online programming rounds (that was conducted on Wednesday), so that I can start planning for the Batch-2.

Student Name, USN, Contact Number

Regards

On Tue, Dec 1, 2020 at 3:10 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

As planned we will be conducting the Round-1 (online programming) tomorrow (02/12/2020). Please find the details below

Link: <http://exam.juegostudio.com/>

Time: 10AM to 1PM (3 hours)

Exam code: Please find the exam code for respective colleges. The test will be activated only at 10AM tomorrow.

College Names	Exam code
AJIT	RKDX
SIT	9K14
CEC	3A78
SCEM	F1W6
SMVITM	NXKU
MITE	EG43
SDIT	Q46M

**Note: Please provide only the respective college code to your students.**

On Sun, Nov 29, 2020 at 2:44 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

As informed earlier please find the mock test for Round-1. The students can use their USN and take up the test for one time.

Link: <http://exam.juegostudio.com/>

Exam code: 64K2

Let me know if you have any questions.

Regards

On Thu, Nov 26, 2020 at 12:36 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

I have compiled all the questions that I received. Please find my response for the same below

1. Is the 6.0 CGPA eligibility considered only from B.E or includes 10th and 12th  
We are considering only B.E marks. Also, check the note that I have given in my invitation email.

2. Will you complete all the rounds on the same day?

No. Since we are conducting this placement drive for multiple colleges parallelly, we might take upto 1 week to complete all the rounds and announce the final result. We will communicate to you about the schedules of Round 2 to Round 5 after completion of Round 1.

3. Will there be any mock tests to be given for students to practice.

Yes. We will provide a mock test for Round 1. I am trying to set up our online programming site and provide a mock test on 30th Nov and 1st Dec.

4. Are students allowed to choose which designation they would like to appear like Trainee S/W Level 1, 2 or 3.

No. It will be decided based on their performance from Round 1 to 4.

5. If a student's intention was to appear only for a 5.0 LPA package but if they got selected for a lower package can they forfeit the offer?

Yes, if a student is not satisfied with the package offered then they can forfeit the offer before or during HR Round.

Regards

On Wed, Nov 25, 2020 at 4:20 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Hello All,

I have listed down few points that would be useful for the students appearing the upcoming campus drives

**Guidelines of technical interview**

1. There will be programming questions that need to be executed in our online editor using c/c++ language.
2. Practice questions from online sites like <https://www.geeksforgeeks.org/> and others.
3. Most commonly the questions would be from categories like strings, arrays, pattern programming, algorithms and data structures.
4. There will be around 3 questions, start with the one which you find easier. Usually questions are arranged in easy to difficult order.
5. Attached two sample questions set from our last year's interview.

Note:

1. Practice using any online programming and compiling tools that are available on the internet so that the students find our online editor easier. We have seen students struggling to use the online code compilers at the interview.

Regards

On Tue, Nov 24, 2020 at 8:02 PM Abhijith S <[abhijith.s@juegostudio.com](mailto:abhijith.s@juegostudio.com)> wrote:

Dear Placement Officer,

Greetings from Juego Studios Pvt Ltd

We have planned to conduct the placement drives for the 2021 pass out batch on 2nd and 3rd December 2020. This year due to pandemic we have made few changes to our recruitment process. Please find the interview schedules and other details below. Also, revert back with your confirmation by 27th November 2020, so that we can make required arrangements.

### **General interview process**

Round 1: Will be online programming. Can be attended from home or respective colleges. Dates as given below.

Option 1: 02/12/2020 10AM to 1PM

Option 2: 03/12/2020 3PM to 6PM

Round 2 to Round 5: Video call and screen sharing. Can be attended from home, respective college or Juego Studios Mangalore office.

### **Required positions and selection process**

Position: **Trainee Software Engineer Level 1**

Eligible branches: B.E (CSE, ISE)

Eligibility criteria: Above 6 CGPA

CTC offered: 3.0 LPA

Selection process:

Round 1 - Program execution-1 (Online, C/C++)

Round 2 - Technical-1 (Online or in-person)

Round 3 - HR interview

-----  
Position: **Trainee Software Engineer Level 2**

Eligible branches: B.E (CSE, ISE)

Eligibility criteria: Above 6 CGPA

CTC offered: 4.0 LPA

Selection process:

Round 1 - Program execution-1 (Online, C/C++)

Round 2 - Technical-1 (Online or in-person)

Round 3 - Technical-2 (Online or in-person)

Round 4 - HR interview

-----  
Position: **Trainee Software Engineer Level 3**

Eligible branches: B.E (CSE, ISE)

Eligibility criteria: Above 6 CGPA

CTC offered: 5.0 LPA

Selection process:

Round 1 - Program execution-1 (Online, C/C++)

Round 2 - Program execution-2 (Online or in-person)

Round 3 - Technical-1 (Online or in-person)

Round 4 - Technical-2 (Online or in-person)

## Round 5 - HR interview

**Other criteria**

Service agreement : 2 years (Has to execute service agreement at the beginning of Training. Service agreement will commence from the employment date).

Training: Students hired have to attend training before joining.

Training Period: 1 month (Preferably during 7th semester vacation).

Internship: Minimum 4 months (Preferably during 8th semester). Monthly stipend of 10K will be paid for the internship.

Probation Period: 6 months (Commences from the employment date).

Job Location: Bangalore/Mangalore (Based on the company requirement).

**Note: You can also refer any candidates who are good in programming irrespective of branch or CGPA.**

Let me know if you have any more queries.

Ph: +91-9535532299

Regards

--

**Abhijith Shetty**

Vice President

**Juego Studio Private Limited**

Bangalore | Miami | London | Jeddah | Dubai

Mob: +91 9535532299

Skype: [abhijith.shetty.kr](https://www.skype.com/user/abhijith.shetty.kr) | Website: [www.juegostudio.com](http://www.juegostudio.com)

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218516752/Kolkata**  
**Date: 14/12/2021**

Ms. Preksha Poojary  
24-110Upadhyaya Road,  
Moodubettu,  
Udupi-576106,  
Karnataka.  
Tel# 91-8495906203

Dear Preksha Poojary,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**  
**TCSL/DT20218516752**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 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 ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

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

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**TCSL/DT20218516752**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 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



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

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

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

## Loans

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

## Professional Memberships

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



## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

#### **4. Working Hours**

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

#### **5. Mobility**

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

#### **6. Compensation Structure / Salary components**

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

#### **7. Increments and Promotions**

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

#### **8. Alternative Occupation / Employment**

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



written permission of TCSL.

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

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

## 11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

## 12. Overseas International Assignment Agreement

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



serve TCSL as per the Notice Period clause mentioned below.

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

### **13. Terms and Conditions**

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

### **14. TATA Code of Conduct**

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

### **15. Notice Period**

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

### **16. Retirement**

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

### **17. Pre-employment Medical Certificate**

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



## 18. Employment of Non Indian Citizens

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

## 19. Background Check

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

## 20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :



- \*There is no criminal offence registered/pending against you
- \*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

## 22. Letter of Appointment

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

## 23. Rules and Regulations of the Company

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



## 24. Compliance to all clauses

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

## 25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Preksha Poojary</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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





## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



## Confidentiality and IP Terms and Conditions

### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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



#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines.**

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

#### **7. Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

## **8. Restriction on Associate's Rights**

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

## **9. No License**

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



## 10. Equitable Rights

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

## 11. General

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

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

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Ms. Rakshitha R  
D/o. Shri V Ramesh  
4-98/1 "Rakshitha",  
Paniyur Post, Yellur(V),  
Udupi-574117

**Sub: Employment offer with Accord Global Technology Solutions Private Limited.**

Dear **Ms. Rakshitha**:

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- Software**" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of **Rs. 30,000/-** (CTC Thirty thousand rupees 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.

You are required to report for the duty on **September 13, 2021**. This offer stands valid till **September 13, 2021** unless extended by Accord in future communication.

Kindly confirm your acceptance of the offer through email. In case you do not report on the above date without intimation your appointment stands cancelled.



As per your record produced to us, your date of birth is **October 21, 1999**.

We welcome you to Accord Global Technology Solutions Private Limited and Look forward to have a long and fruitful association.

Please note: Our further communication will be through email only.

Your Sincerely,  
**For Accord Global Technology Solutions Private Limited.**



**Raghavendra K S**  
**Group Manager - HR**

August 31, 2021.



PENTAGON SPACE  
Mastering The Future

# CSR Campus Drive -2021

Dear Rashmi ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_

College Name: \_

Branch: \_

USN/ Reg Number: \_

Date: \_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear Reefa ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagon.space.in  
www.pentagon.space.in

CIN NO.: U74999KA2020PTC133021



To,

**Name :** Salian Chaitra Suresh

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

Dear Salian Chaitra Suresh,

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

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

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

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

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

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

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

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

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

#### **Annexure A**

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

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

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

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



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

## Robosoft 2021: Selected candidates list

2 messages

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

Fri, Nov 6, 2020 at 8:47 PM

Pls share tomorrow on email.

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

From: **Prashanth Misquith** <prashanth.lm@robosoftin.com>  
Date: Fri, Nov 6, 2020, 8:42 AM  
Subject: Re: Re: Re: SMVITM shortlisted candidates  
To: Placement Officer SMVITM <placement@sode-edu.in>

Hello Vidya,

We have selected below candidates for the offer. Thank you for support and coordination.

1	Sampoorna 17Cs067	<a href="mailto:sampoorna.17cs067@sode-edu.in">sampoorna.17cs067@sode-edu.in</a>	9110402039	4MW17CS067
2	Chethana 17Ec014	<a href="mailto:chethana.17ec014@sode-edu.in">chethana.17ec014@sode-edu.in</a>	9071103527	4MW17EC014
3	Shreeraksha 17Ec059	<a href="mailto:shreeraksha.17ec059@sode-edu.in">shreeraksha.17ec059@sode-edu.in</a>	9611294212	4MW17EC059

Please arrange to share their following documents In soft copies for releasing the offer letters.

Resume

Aadhar copy

Educational documents from 10<sup>th</sup> to Engineering Last semester

Passport size photograph

Regards,

Prashanth

---

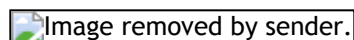
**From:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
**Date:** Thursday, 5 November 2020 at 11:55 AM  
**To:** Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)>  
**Subject:** [EXTERNAL] Re: Re: SMVITM shortlisted candidates

Hi Prashanth,

Have shared the skype id of some on whats app.... pls check..

I will share some more in a short while

Good Wishes,



**Vidya Bhat**

Head - Training & Placement

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

## On Time and Decisions

*Do it "NOW"*

*Sometimes "LATER"*

*becomes "NEVER"*

On Thu, Nov 5, 2020 at 10:00 AM Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)> wrote:

Hi Vidya,

We will try to schedule on Google meet as well.

If there a possibility they can create skype ID soon

Regards,

Prashanth

---

**From:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
**Date:** Thursday, 5 November 2020 at 9:52 AM  
**To:** Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)>  
**Subject:** [EXTERNAL] Re: SMVITM shortlisted candidates

Hi Prashanth,

Majority of them dont have Skype with other meeting portals being more popular.

Good Wishes,

**Error! Filename not specified.**

Vidya Bhat

Head - Training & Placement

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

## On Time and Decisions

*Do it "NOW"*

*Sometimes "LATER"*

*becomes "NEVER"*

On Thu, Nov 5, 2020 at 9:21 AM Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:

Hi Prashanth,

Thanks for sharing the list of shortlisted candidates.

However, I am not sure if all of them have Skype id's.



I will check and share it with you by 10.30 am...

Good Wishes,

**Error! Filename not specified.**

Vidya Bhat

Head - Training & Placement

+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](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

## On Time and Decisions

*Do it "NOW"*

*Sometimes "LATER"*

*becomes "NEVER"*

On Wed, Nov 4, 2020 at 6:51 PM Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)> wrote:

Hi Vidya,

Please find attached the list of students cleared for Technial round of interview tomorrow.

Can you please ask the students be ready with by 9 AM

If they have skype IDs please do share

Regards,

Prashanth

---

Robosoft Technologies - Emotion Engineering & Design

Disclaimer: This email may contain confidential material. If you were not an intended recipient, please notify the sender and delete all copies. Emails to and from our network may be logged and monitored. This email and its attachments are scanned for virus by our scanners and are believed to be safe. However, no warranty is given that this email is free of malicious content or virus.

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---

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

Mon, Nov 9, 2020 at 9:16 AM

Dear Madam,

PFA required documents of the students selected by Robosoft

**With Regards,**

**Shrikantha Mithanthaya**

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

Off Tel: 0820-2589182 Ext – 251

E- mail: [mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)

[Quoted text hidden]

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### 3 attachments

 **Shreeraksha.zip**  
2962K

 **Saampoorna.zip**  
5458K

 **Chethana.zip**  
4177K

# AceMicromatic Manufacturing Intelligence Technologies Pvt. Ltd.

August 02, 2021

(Formerly Pioneer Computing Technologies)



Mr. Sanjana,  
Gurme house, Kalathur post and Village,  
Kaup Taluk, Udipi district – 574106

**SUBJECT: LETTER OF INTENT FOR THE POSITION OF SOFTWARE ENGINEER TRAINEE.**

Dear Mr. Sanjana,

We are pleased to offer you a position of **SOFTWARE ENGINEER – TRAINEE** with AmiT effective from August 16, 2021.

This offer is contingent upon successful authentication of your education and experience (if any) certificates.

This offer letter is based on the following conditions;

1. Your monthly gross salary will be Rs.25,000/-.
2. At the end of 12 months, a performance evaluation will be done on which you may be designated as a **“Software Engineer”**.
3. Either party may terminate this appointment by providing the other party **90 days of notice in writing.**

Your monthly remuneration details are in the annexure. Kindly treat this information as confidential.

We welcome you to AmiT family and hope it would be the beginning of a long and mutually beneficial association.

Thanking You,

**FOR ACEMICROMATIC MANUFACTURING INTELLIGENCE TECHNOLOGIES PVT LTD.**

A handwritten signature in blue ink, appearing to read 'Sowmya M', with a horizontal line underneath.

**SOWMYA M  
ASSISTANT MANAGER - HR**

**ACCEPTED**

**SALARY ANNEXURE – Sanjana**

SALARY HEADS	Monthly	Annual
Basic + VDA	₹ 16,500.00	₹ 198,000.00
HRA	₹ 4,250.00	₹ 51,000.00
Conveyance Allowance	₹ 1,250.00	₹ 15,000.00
Medical Allowance	₹ 1,250.00	₹ 15,000.00
Education Allowance	₹ 200.00	₹ 2,400.00
Meal Allowance / Food Coupons	₹ 1,250.00	₹ 15,000.00
Special Allowance	₹ 300.00	₹ 3,600.00
<b>Gross Monthly/Annual Base (GMB/GAB) Salary</b>	<b>₹ 25,000.00</b>	<b>₹ 300,000.00</b>
Employer PF	₹ 1,800.00	₹ 21,600.00
Gratuity Allocation PM	₹ 794.00	₹ 9,528.00
Mediclaime Insurance	₹ 0.00	₹ 4,000.00
Personal Accident for 4 Lakhs Coverage	₹ 0.00	₹ 635.00
Fixed Bonus	₹ 0.00	₹ 16,500.00
<b>Total CTC</b>	<b>₹ 27,594.00</b>	<b>₹ 352,263.00</b>

FOR ACEMICROMATIC MANUFACTURING INTELLIGENCE TECHNOLOGIES PVT LTD.



SOWMYA M  
ASSISTANT MANAGER - HR

ACCEPTED



PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear Shaikh Muskaan ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_

College Name: \_

Branch: \_

USN/ Reg Number: \_

Date: \_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

Warm Welcome

01/10/2021

**Mr Suhas KashyapN**

**Applicant ID : 285441**

**"Sai Charana", Old lingada halli road margada camp Birur. Chikamagalur district, kadur tq. Karnataka-5**

**Sub: Letter of Appointment**

Dear **Mr Suhas KashyapN**

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as '**Sasken**' or the '**Company**' as the context may require), on the following terms and conditions:

**Designation: ASSOCIATE SOFTWARE ENGINEER**

**Band: Graduate Trainee**

**Date of Joining :04 Oct 2021**

**Location: Bangalore**

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

**Total Compensation:** Your Total Compensation will be **Rs. 370505.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

**Other Benefits:** You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

under other Medclaim Insurance Policy. The Insurance premium may vary each year and will be communicated to the employees during the renewal of the policy.

4. Participate in the company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

### **Terms of Employment**

**Working Hours:** Being a result oriented company, we believe in flexible timings. The working hours is as per Company policies. However the company expects every employee to put in minimum of 8.5 work hours per day(excluding lunch break). In case you are at customer location, you are expected to follow the customer work schedule and you may be required to work for 6 days a week or more than 42.5 hours a week, which will not be additionally compensated. You may be required to work on shifts based on customer requirements.

**Place of Work:** At Sasken, the execution of the project can be at any of the Sasken facilities or at Client location. You will be required to work at any location as determined by the Company from time to time and you consent for the same.

**Increment and Promotions:** Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given as per the Company Salary Revision cycle.

**Retirement Age:** You shall retire in the normal course from your services of the company on attaining the age of superannuation that is on the last working day of the financial year following your 60th birthday or earlier if you are found to be medically unfit.

**Termination / Notice Period:** We hope your association with us will be a very long one. However, this association may be terminated by either party by giving two months' notice. However, in the event of willful neglect of your duties, breach of trust, gross indiscipline, any other serious dereliction of duties or other misconduct that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever. Sasken reserves the right to pay or recover salary in lieu of notice period from your full and final settlement amount and you consent for the same. Unauthorized absence or absence without permission from duty for a continuous period of 5 working days, shall result in the loss of your lien on employment. In such case, the Company shall be entitled to terminate your employment forthwith. Without prejudice to the generality of the foregoing the Company reserves the right to demand a "No Claim statement" at the time of separation as a condition precedent to close your full and final settlement.

**Travel:** You are liable to undertake travel on company work for which you will be reimbursed travel expenses as per prevailing Company policy applicable to you.

**Assignment/Transfer:** You are liable to be assigned/transferred in such capacity as the company may from time to time determine to any other location within or outside India, department, function, establishment, or branch of the company or subsidiary, associate or Affiliate Company, either in existence or which may come into existence. In such cases you will be governed by the terms and conditions of service applicable to the new

assignment. Notwithstanding any assignment/transfer to any branch, subsidiary or affiliate, the Company shall have the right to recover any of its dues from the salary payable to you by any of its branch, subsidiary or affiliate and you consent for the same. In cases where the assignments are made to customer projects, you consent to honor the commitment made to the customer project for a minimum period of six months unless otherwise specified by Sasken.

Pursuant to any business arrangement, including but not limited to, a sale of assets, merger, takeover, acquisition, or hive-off, the Company may also transfer you onto the rolls of another entity and you consent for such transfer.

**Medical Fitness:** By accepting this offer there is an implicit confirmation by you that you are medically fit to effectively perform the job for which you are employed or for any other assignment that may be given to you from time to time. You may be called upon, to undergo medical examinations, as the management may deem necessary. In the event the examination reveals any ailment including any physical or mental impairment that (i) prevents or hinders you from performing your assignment effectively or (ii) could put the health of the other employees at risk, the same shall be a reasonable ground to discharge your services with immediate effect, without any compensation or notice.

**Conflict Of Interests:** You are required to engage yourself exclusively in the work assigned by Sasken and shall not undertake any independent or individual assignments (whether the same is Part time or full time, in an advisory capacity or otherwise) directly or indirectly, with or without compensation, without the express written consent of the Sasken Management. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at the discretion of the Company.

**Confidentiality:** Upon reporting to work, you will be required to execute a Confidentiality Agreement in favour of the Company and/or its customers (the 'Confidentiality Agreement'). You hereby unconditionally undertake not to use the confidential information of the Company and /or its customers, at any time and your confidentiality obligations shall survive termination/cessation of your employment with the Company. In the event of breach by you of this confidentiality provision and/or the provisions of the Confidentiality Agreement, while in the services of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you.

Further you shall not, during the employment, improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity and shall not bring onto the premises of Company, its affiliates or parent company or utilize for any purpose in connection with their respective business, any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person or entity. In the event of breach, you shall be solely responsible for any claims from your previous or former employer and further undertakes to defend, fully indemnify and hold harmless the Company its affiliates and subsidiaries from all or any claims demands, proceedings, suits and actions, including any related liabilities, obligations, losses, damages, penalties, fines, judgments, settlements, expenses (including attorneys' fees) and costs (collectively, "**Claims**"), that may be asserted against or incurred by the Company its affiliates and subsidiaries.



As an employee you will have access to the confidential information of the Company and to the valuable trade and business connections belonging to the Company, which are essential to the continued success of the Company. The disclosure of any such confidential information or exploitation of such trade or business connection otherwise than to the benefit of the Company would do serious damage, financial and otherwise to its business. Therefore you shall not without the prior written consent of the Company during your period of employment and for a period of two years after the exit, whether alone or jointly with, or as principal, partner, agent, director, employee, or as consultant, directly or indirectly be engaged in any executive or technical capacity in any business concern which shall be in competition with any of the businesses carried on by the Company as on the date of exit, for whatever reason.

**Compliance with Data Protection Laws:** As an employee you must ensure compliance with the Data Protection Laws when handling personal data in the course of employment including personal data relating to any employee, consultant, customer, client, supplier or agent of Sasken. As an employee you will also comply with the IT corporate policy and other communication policies while handling personal data.

In case of failure to comply with the Data Protection Laws or any of the policies listed above the same may be dealt with under our disciplinary procedure of Sasken and, in serious cases, may be treated as gross misconduct leading to summary dismissal.

“Data Protection Laws” means data protection and privacy laws, regulations, regulatory requirements and codes of practice and code of data protection and privacy policy of Sasken in connection with its data processing obligations or which may otherwise apply, including laws applicable in the country or countries where personal data is collected, held or processed, including the Data Protection Directive and Directive 2002/58/EC and 95/46/ EC (and respective local implementing laws) and the Privacy and Electronic Communications Directive 2002/58/EC, regulations issued by the USA Department of Health and Human Services, and any applicable guidelines and codes issued by a competent data protection authority, or other competent governmental body or agency, in respect of such laws, or any subsequent directives.

**Non - Solicitation:** During the period of employment and for a period of two (2) years after the date of termination of your employment with the Company, you shall not either directly or indirectly, either alone or in association with others (i) Solicit, or encourage any organization and/or any third party to Solicit, any customers and suppliers of the Company or its affiliates and subsidiaries; (ii) Hire for employment, or engage as an independent contractor or permit any organization to Hire for employment, any person who is in employment of the Company or its affiliates and subsidiaries.

The term “**Solicit**” shall mean, but is not limited to any request or appeal made directly or indirectly, either oral or written, or any endeavour to obtain, seek or plead for business or securing a promise of business or an attempt to advertise, promote, sell, distribute products or services or issuance of an offer for products or services, submission of a quotation or request for any favours of commercial value addressed to any customers and suppliers of Sasken, which may directly or indirectly result in interfering with the business relationship of the Company or its affiliates and subsidiaries with its customer and suppliers.

The term “**Hire**” shall mean, but is not limited to a request or appeal or an attempt to offer or to offer an opportunity for employment or contractual work directly or indirectly, with or without wages to any employees of the Company or its affiliates and subsidiaries.

**Non Disparagement:** You undertake to refrain from making any negative or disparaging statements (orally or in writing) about Sasken or its stockholders, directors, officers, employees, products, services or business practices, at any point of time for any publication in the print media, internet, blog or in any other media and shall further refrain from urging or influencing any person to make any such statement or engage in any conduct, which goes against the interest of Sasken, in any manner. This covenant shall survive & continue in perpetuity and shall be binding on the Employee, at all times.

**Intellectual Property Ownership:** You hereby agree that any idea, invention, design or discovery, and any intellectual property rights arising there from, whether conceived or made by you alone or with others, during the employment (whether during the course of your normal duties or other duties specifically assigned to you and whether during normal working hours or using the facilities of the Company or otherwise) which relate to the business of the Company or not, are the property of the Company and you hereby assign any such rights which original vest in you to the Company and unconditionally and irrevocably waive all moral rights in the same.

If you conceive or make or are involved in developing any such idea, invention, design or discovery and any intellectual property rights arising there from, you will immediately disclose all information concerning the same to the Company (but otherwise keep the same confidential) and at the Company’s request assign (and do everything necessary to assist in the assignment of) your intellectual property rights in the same in any jurisdiction worldwide to the Company without receiving payment. You hereby agree to enter into a detailed intellectual property assignment agreement, with Company and/or its Customers, when requested by Company.

**Company Property:** You are expected to use the Company property including tools, software, hardware, laptops office and other equipment with due care and diligence. You may be liable to compensate the Company for any loss or damage the Company may incur as a result of damage or destruction to the Company property arising out of your negligence or misconduct.

Upon termination of the employment for any reason, you shall immediately return to the Company all property, including, but not limited to, laptops, documents, papers, records, accounts, specifications, catalogues, drawings, lists, correspondence, keys, visiting cards, security passes or the like relating to the Company's business which is in your possession or under control and you must not take copies of the same without the Company's express written authority.

**Personal Data:** You will keep us informed of any change in your residential address, your e-mail address for correspondence, your civil status, and educational professional qualification. In the event of any change in the data or information provided by you at the time of joining the company, you will immediately update all such information in the online employee information sheet so as to keep all records updated and accurate at all

times. Any notice required to be given to you shall be deemed to have been duly and properly served if delivered to you personally or sent by registered post to you at your address, as recorded with the Company.

Sasken takes all reasonable security measures to protect the Personal Information of their employees against loss, misuse or unauthorized access, disclosure, alteration or destruction.

**Statement of Facts:** It must be specifically understood that this offer is made based on your proficiency on the technical / professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, any information furnished by you in your application or during the selection process is found to be incorrect/false/ misleading, and/or if it is found that you have suppressed any material information in respect of your qualification or past experience, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company reserves the right to terminate your services anytime without notice or compensation in lieu thereof.

You covenant that as at the date of joining Company you will not be under any obligation, restriction or duty, whether express or implied, to any third party which might or will adversely affect your ability to enter into this employment or which might or will prevent or restrict you wholly or in part, from performing the duties herein.

**Recovery:** The Company shall be entitled to require you to execute a Service Agreement undertaking to serve the Company for a minimum stipulated period, in the event that the Company is desirous of imparting to you any specialized training relevant to your employment with the Company and you consent for the same. In such a case, you shall be entitled to terminate your employment with the Company only on the completion of the stipulated service period agreed to and provided therein or you shall repay to the Company, a pre determined amount covering all the costs paid to you or on your behalf on this training. Refusal of attending or receiving such training shall be a misconduct. In the event of failure to pay the pre- determined amount, the Company shall be entitled to adjust the same from your full & final settlement and you consent for the same. If the full & final settlement amount is not sufficient to recover the pre- determined amount, the Company may at its sole discretion initiate appropriate legal proceedings for recovery of the balance amount.

**Communication on Salary Revision:** Any communication on salary and benefits, present or future, will be valid only if communicated by the designated persons from HR. In this regard, no other communication made by reporting manager, functional head or any other managers will be considered valid and binding on the Company.

**Background verification:** This offer is valid subject to Background verification clearance. However, in the event of discrepancy in the information provided, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

**Equal Opportunity Employer:** Sasken is committed to being an equal opportunity employer that will provide equitable access to all in terms of employment opportunities, career advancement and compensation and benefits without any discrimination based on factors such as gender, sexual orientation, nationality, religion, and disability among others. Equity, justice and fairness will be the guiding principles governing every decision

related to the Company policies. You are responsible for upholding the spirit of the policies, embracing commitment to our foundational values IRISE, and business values LEAP. You pledge to act in a manner that ensures compliance and avoids violations.

**Policies and Practices:** The employment terms contained in this letter are not exhaustive and are subject to Company policies including Sasken Code of Conduct and Sasken NDA. The employee agrees to abide by all the Company rules, regulations, instructions, policies, practices and procedures that the Company may amend/abrogate/modify/rescind from time to time and to identify the Company for any loss suffered as a consequence of a breach by you of the Company's rules, regulations, instructions, policies, practices and procedures. All Company policies, practices and procedures are available on Company's intranet and the same shall override any oral or written communication made by any employee. You acknowledge and agree that any written communication made by any employee that deviates from policies practices and procedures published on Company's intranet shall not be binding on the Company, unless such written communication is counter signed by HR Head or any members of the Governing Council. You are advised and instructed to go through the policies and strictly adhere to them. Violation, Noncompliance or breach of any of the Company policies and regulations shall be considered as serious misconduct and dereliction of duty, which can call for immediate termination of employment.

Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provision of this agreement shall continue in full force and effect.

**Order of precedence:** This employment / offer letter represents the entire agreement between you and the Company and supersedes and replaces any prior representations, promises, understandings, communications or agreements, whether oral or written, between you and the Company regarding the subject matter described in this offer letter, including any offer letter earlier issued by the Company to you. This letter agreement may only be changed, altered, modified or amended in a written document signed by you and a duly authorized signatory of the Company.

To indicate your acceptance of the company's offer please sign and date the duplicate of this Offer letter and send to [offers@sasken.com](mailto:offers@sasken.com) of Talent Acquisition-Team at the earliest.

You are required to report to the Sasken office address at 9.00 am on the date of your joining, and the offer stands withdrawn thereafter, unless the reporting date is extended and communicated to you in writing. Please ensure that you reach the office at the designated time for the joining formalities. At the time of joining, you are requested to submit the documents as per Annexure 3.

We hope that our association will be a long, fruitful and mutually satisfactory one.

Yours sincerely,  
For **Sasken Technologies Limited.**

Digitally signed by EE211476  
Date: 2021.10.01 22:49:03 IST  
Location: BANGALORE

**Anu Zachariah**  
**Chief People Officer**

**I acknowledge that I have carefully read and fully understood and accept all the contents of this Offer letter and that I am voluntarily & unconditionally accepting the same. I understand that I am required to sign this Offer letter as a condition of my employment with Sasken.**

**Mailing address :** "Sai Charana", Old lingada halli road margada camp Birur, Chikamagalur district, kadur tq. Karnataka-5,

**Permanent address :** "Sai Charana", Old lingada halli road margada camp Birur, Chikamagalur district, kadur tq. Karnataka-5,

**DOB :** 28 Dec 1998

**Father's / Husband's Name :** Nagabhushan s

My joining date will be: .....

Signature:

Date:

**Enclosures:**

Annexure 1- Salary Stack Up Sheet; Annexure 2 – Relocation Benefits; Annexure 3 – Joining Formalities

Annexure 1

**SALARY STACK UP SHEET**

<b>Mr Suhas KashyapN</b>	
<b>Salary Stack Up Sheet For Graduate Trainee</b>	
<b>Compensation Structure</b>	<b>Amount in INR</b>
<b>A.Fixed Pay</b>	324551.00
<b>A1. Basic</b>	205764
<b>A2. Flexible Benefits Pay</b>	94095.00
<b>A3. Statutory Bonus</b>	0.00
<b>A4. Employer Contribution of PF</b>	24692.00
<b>B. Variable Pay</b>	36061.00
<b>C. Gratuity</b>	9893.00
<b>D. CTC (= A+B+C)</b>	370505.00

**Note: Variable Payout will be based on the Company Variable Pay Plan policy.**

**Compensation Structure (Take home)**
**Mr Suhas KashyapN**

Components of Salary	Value in INR	
	Monthly	Annum
<b>Earnings</b>		
<b>BAND</b>		Graduate Trainee
<b>VPP %</b>		10
<b>Gross</b>	27046.00	324551.00
<b>I. EARNINGS</b>		
A. Basic	17147	205764
B. Flexible Benefit Pay	7841.00	94095.00
i. House Rent Allowance		
ii. Conveyance Allowance		
iii. Medical Expenses Reimbursement		
iv. Leave Travel Allowance		
v. Children Education Allowance		
vi. Children Hostel Allowance		
vii. Refreshment Allowance		
viii. Hospitalization Reimbursement		
ix. Other Allowance		
x. Superannuation employer ( Max 15% of monthly gross)		
C. Statutory Bonus	0.00	0.00
D. Company Contribution of PF	2058.00	24692.00
<b>F. Fixed pay (A+B+C+D)</b>	27046.00	324551.00
<b>G. Variable pay</b>	3005.00	36061.00
<b>H. Total Salary (F+G)</b>	30051.00	360612.00
I. Gratuity	824.00	9893.00
<b>K. CTC (H+I)</b>	<b>30875.00</b>	<b>370505.00</b>
<b>II. STANDARD DEDUCTION</b>		
L. Employee contribution of PF	2058.00	24692.00
M. Professional Tax	200.00	2400.00
N. Total deduction (L+M)	2258.00	27092.00
<b>O. Net Pay before Tax((A+B+C) - N))</b>	<b>22731.00</b>	<b>272767.00</b>
Note: Net pay before tax mentioned subject to: 1. Income Tax deduction. 2. Professional tax varies from State to State 3. Any other statutory deduction which is not mentioned above		



Annexure 2

**DOMESTIC RELOCATION BENEFITS**

01/10/2021

Dear **Mr Suhas KashyapN**

Welcome to the Sasken Family.

In order to make your transit smooth, we offer the following benefits to help you and your family relocate from the current place of stay to Bangalore. You must claim reimbursement of these expenses within one month of your joining Sasken.

**Shifting of personal effects in case of intercity movements:** In case you are moving personal effects, the company will pay for its moving, on actuals subject to limits as per the Sasken Domestic Relocation Policy. This includes charges of Insurance, Packing, Loading, Unloading, and Unpacking. All bills in original have to be submitted for claiming the same.

**Reimbursement of Relocation expenses in case of intercity movements:** All the relocation expenses are one-time reimbursements. Hence once you have joined you can get these expenses reimbursed. You can do this by attaching a relocation reimbursement form to all the documents supporting your expenses, and getting it approved by your manager. You could then forward it to Finance through HR, to get a reimbursement.

**Assistance in Housing:** Brokerage charges up to fifteen days rent will be paid subject to the limits defined as per Sasken Domestic Relocation Policy. Sasken also provides an interest free housing security deposit loan. The loan will be recovered from your salary in 18 equal monthly instalments starting from the following month of the loan sanction.

**Notice Pay:** If Sasken has agreed 'at the time of selection' to reimburse the notice pay, the same will be reimbursed on production of a receipt from the previous employer.

**Please note that all relocation reimbursement expenses will be considered as taxable income. This tax liability would be borne by the employee.**

**If you leave the Company within one year of joining, you will have to refund the entire amount spent by the company in relocating you and your family as per the Domestic Relocation Policy of the company.**

For any further clarifications / doubts in this regard, please contact [offers@sasken.com](mailto:offers@sasken.com).

Yours cordially,

For **Sasken Technologies Limited**



SASKEN

**Anu Zachariah**  
**Chief People Officer**

**Annexure 3**

**JOINING FORMALITIES**

01/10/2021

Dear **Mr Suhas KashyapN**

Thanking you in anticipation for opting to join us and welcome to the Sasken family.

**Pre-joining Process** : We would require the following information from you fifteen days prior to your joining, to make your joining process as smooth as possible.

- Your actual date of joining
- If you are relocating and you need initial assistance for accommodation
- PAN details

At Sasken we encourage joining preferably on Monday's but offer flexibility to join on all working days at 9:30 A.M.

Please use the checklist below, for all **MANDATORY** documents, which need to be produced on the day of your joining. **If you are without all your documents on the day of joining, we would be unable to continue with your joining formalities for that day.** You would need to return on the following joining schedule. We request you to inform us ahead of time of any issues pertaining to your joining or with respect to producing any of the required documents on the joining date. This will help us to plan accordingly.

**Note:** Please carry the original copies of all mandatory documents. The originals are required only for verification purpose and will be handed over back to you post verification.

1. **Experience certificate from all the previous organizations**
2. **Last three month pay slip ( Most recent employment)**
3. **Highest qualification degree certificate + All Semester marks sheet**
4. **Copy of Passport (if you have)**
5. **Copy of all visas including the expired ones (if you have)**
6. **2 Copies of Adhaar**
7. **2 Copies of PAN Card**
8. **Four passport size photo with white background ONLY**
9. **Your blood group details**
10. **Date of Birth of dependants (for medical policy)**
11. **PF details**
  - **Old PF account number**
  - **Address of the current organization with whom it is retained (if you intend to get your PF transferred).**

- **PF account of the previous establishment (Is it with the Regional Provident Fund Commissioner or with a private trust. In case of private trust, please carry the name of the trust)**

Looking forward to meeting you.

For any clarifications do get in touch with Anu Zachariah HR-Team.

Thanking You,

Yours Cordially,

For **Sasken Technologies Limited** ,

**Anu Zachariah**  
**Chief People Officer**

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



**17-March-2021**  
**Surya S Acharya**  
**Shri Madhwa Vadiraja Institute of Technology & Management**

Dear Surya,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

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

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

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

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

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

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

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

Confidential

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

**NTT DATA**  
Services

**Annexure A**

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

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

For any further clarification you can mail to [Campus.Connect@nttdata.com](mailto:Campus.Connect@nttdata.com).

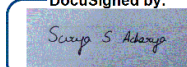
If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

**Yours sincerely,**  
**FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED**

*Urmimala Sarkar*

**URMIMALA SARKAR**  
**ASSOCIATE DIRECTOR – TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **18-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:  
  
Signature: \_\_\_\_\_  
0FC2809BB07C41B...  
**Surya S Acharya**

Date: **18-March-2021**

Confidential

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

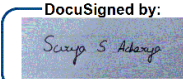
**NTT DATA**  
Services

## DECLARATION

I, Surya S Acharya (Name of the Candidate) S/o, D/O, W/O Shridhara Acharya, having permanent address at Manchi moolastana road kukkikatte udupi do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

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

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

DocuSigned by:  
SIGNATURE:   
NAME: Surya S Acharya  
DATE: 18-March-2021  
PLACE: udupi

Confidential



PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear Sushma ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021





PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear Swathi,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_

College Name: \_

Branch: \_

USN/ Reg Number: \_

Date: \_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

## **EMPLOYMENT AGREEMENT**

---

This General Employment Agreement ("Agreement") is made and effective this 25th day of July, 2021,

**BETWEEN: ULLAS** (the "Employee"), an individual with his residential address at:

17-120, SARWESHWARA NILAYA, LAKSHMI NAGAR, KODAVOOR, UDUPI, KARNATAKA 576106

**AND: ZBUILDERS 3D CREATIONS PVT. LTD.** (the "Company" or "Employer", which expression shall unless it be repugnant to the context of meaning thereof, be deemed to mean and include its successors, affiliates and assignees), a company with its registered office located at:

3/B-401, SAKI HERITAGE CHS LTD, SAKIVIHAR COMPLEX, SAKINAKA, MUMBAI, MAHARASHTRA 400072, INDIA

### **RECITALS**

- A. Company is an Indian subsidiary of 3D Usher, Inc. and is engaged in the business of on-demand 3D design and manufacturing, and maintains a branch office at #11/2, Shiva Arun Colony, West Marredpally, Secunderabad, 500026, Telangana, India.
- B. Employee is willing to be employed by employer, and employer is willing to employ employee, on the terms, covenants, and conditions set forth in this Agreement.

In consideration of the matters described above, and of the mutual benefits and obligations set forth in this Agreement, the parties agree as follows:

### **1. EMPLOYMENT**

- A. Employer employs, engages, and hires employee as a Full Stack Web Developer and employee accepts and agrees to such hiring, engagement, and employment, subject to the general supervision and pursuant to the orders, advice, and direction of the employer.
- B. Employee shall perform such other duties as are customarily performed by one holding such position in other, same, or similar businesses or enterprises as that engaged in by employer, and shall also additionally render such other and unrelated services and duties as may be assigned to him from time to time by employer.
- C. The Employee agrees to comply with the terms and conditions of the Non-Disclosure Agreement dated 25th of July, 2021 signed by both Employer and Employee.

## **2. BEST EFFORTS OF EMPLOYEE**

Employee agrees that he will at all times faithfully, industriously, and to the best of his ability, experience, and talents, perform all of the duties that may be required of and from his pursuant to the express and implicit terms of this Agreement, to the reasonable satisfaction of the employer. Such duties shall be rendered at remote location and at such other places or places as employer shall in good faith require or as the interest, needs, business, or opportunity of employer shall require.

## **3. TERM OF EMPLOYMENT**

The term of this Agreement shall commence on the date this agreement is signed by both the Employee and Employer (the "Commencement Date") and expiring upon termination of this Agreement by the Employer or the Employee.

## **4. COMPENSATION OF EMPLOYEE**

The Company shall pay the Employee a salary of INR 7,00,000 per year, payable every month while this Agreement shall be in force. The salary compensation shall be paid in accordance with the Company's normal payroll practice.

Employer shall reimburse employee for all necessary expenses incurred by employee while traveling pursuant to employer's directions.

## **5. OTHER EMPLOYMENT**

Employee shall devote all of his time, attention, knowledge, and skills solely to the business and interest of employer, and employer shall be entitled to all of the benefits, profits, or other issues arising from or incident to all work, services, and advice of employee, and employee shall not, during the term of this Agreement, be interested directly or indirectly, in any manner, as partner, officer, director, shareholder, advisor, employee, or in any other capacity in any other business similar to employer's business or any allied trade.

## **6. TRADE SECRETS**

Employee shall not at any time or in any manner, either directly or indirectly, divulge, disclose or communicate to any person, firm, corporation, or other entity in any manner whatsoever any information concerning any matters affecting or relating to the business of employer, including but not limited to any of its customers, the prices it obtains or has obtained from the sale of, or at which it sells or has sold, its products, or any other information concerning the business of employer, its manner of operation, its plans, processes, or other data without regard to whether all of the above-stated matters will be deemed confidential, material, or important, employer and employee specifically and expressly stipulating that as between them, such matters are important, material, and confidential and gravely affect the effective and successful conduct of the business of employer, and employer's good will, and that any breach of the terms of this section shall be a material breach of this Agreement.

**7. TRADE SECRETS AFTER TERMINATION OF EMPLOYMENT**

All of the terms of this Agreement shall remain in full force and effect for the period of five years after the termination of employee's employment for any reason, and during such five-year period, employee shall not make or permit the making of any public announcement or statement of any kind that he was formerly employed by or connected with employer.

**8. RECOMMENDATIONS FOR IMPROVING OPERATIONS**

Employee shall make available to employer all information of which employee shall have any knowledge and shall make all suggestions and recommendations that will be of mutual benefit to employer and employee.

**9. EMPLOYEE'S INABILITY TO CONTRACT FOR EMPLOYER**

In spite of anything contained in this Agreement to the contrary, employee shall not have the right to make any contracts or commitments for or on behalf of the employer without first obtaining the express written consent of the employer.

**10. AGREEMENTS OUTSIDE OF CONTRACT**

This Agreement contains the complete Agreement concerning the employment arrangement between the parties and shall, as of the effective date of this Agreement, supersede all other Agreements between the parties. The parties stipulate that neither of them has made any representation with respect to the subject matter of this Agreement or any representations including the execution and delivery of this Agreement except such representations as are specifically set forth in this Agreement, and each of the parties acknowledges that he has relied on its own judgment in entering into this Agreement. The parties further acknowledge that any payments or representations that may have been made by either of them to the other prior to the date of executing this Agreement are of no effect and that neither of them has relied on such payments or representations in connection with his dealings with the other.

**11. VACATION**

Employee shall be eligible to accrue up to 12 paid vacation days during the first year of employment. These paid vacation days are accrued on a pro rata basis – that is, you will accumulate one paid vacation day for each month of uninterrupted service.

**12. MODIFICATION OF AGREEMENT**

Any modification of this Agreement or additional obligation assumed by either party in connection with this Agreement shall be binding only if evidenced in writing signed by each party or an authorized representative of each party.

### **13. TERMINATION**

- A. This Agreement may be terminated by either party on 30 days' written notice to the other. If the employer shall terminate this Agreement, the employee shall be entitled to compensation for 30 days.
- B. In the event of any violation by the employee of any of the terms of this Agreement, the employer may terminate employment without notice and with compensation to the employee only to the date of such termination.
- C. It is further agreed that any breach or evasion of any of the terms of this Agreement by either party will result in immediate and irreparable injury to the other party and will authorize recourse to injunction and or specific performance as well as to all other legal or equitable remedies to which such injured party may be entitled under this Agreement.

### **14. EFFECT OF PARTIAL INVALIDITY**

The invalidity of any portion of this Agreement will not and shall not be deemed to affect the validity of any other provision. In the event that any provision of this Agreement is held to be invalid, the parties agree that the remaining provisions shall be deemed to be in full force and effect as if they had been executed by both parties subsequent to the expungement of the invalid provision.

### **15. CHOICE OF LAW**

It is the intention of the parties to this Agreement that this Agreement and the performance under this Agreement, and all suits and special proceedings under this Agreement, be construed in accordance with and under and pursuant to the laws of the State of Maharashtra, India and that, in any action, special proceeding or other proceeding that may be brought arising out of, in connection with, or by reason of this Agreement, the laws of the State of Maharashtra, India shall be applicable and shall govern to the exclusion of the law of any other forum, without regard to the jurisdiction in which any action or special proceeding may be instituted.

### **16. NO WAIVER**

The failure of either party to this Agreement to insist upon the performance of any of the terms and conditions of this Agreement, or the waiver of any breach of any of the terms and conditions of this Agreement, shall not be construed as thereafter waiving any such terms and conditions, but the same shall continue and remain in full force and effect as if no such forbearance or waiver had occurred.

### **17. INDEMNIFICATION**

The Employee shall indemnify the employer against any and all expenses, including amounts paid upon judgments, counsel fees, environmental penalties and fines, and amounts paid in settlement (before or after suit is commenced), incurred by the employer in connection with his/her defense or settlement of any claim, action, suit or proceeding in which he/she is made a party or which may be asserted against his/her by reason of his/her employment or the performance of duties in this Agreement. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, by-law, agreement, or otherwise. The Employee shall indemnify the Directors and Managers, and hold them harmless from and against all actions, claims, demands, liabilities, losses, damages or

## ZBUILDERS 3D CREATIONS PRIVATE LIMITED

CIN: U22219MH2019PTC325982

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expenses of whatever kind, including without limitation, attorneys' fees, sustained or incurred by the Director or Manager or any of its nominees in carrying out its authority or duties under this Agreement.

### 18. PARAGRAPH HEADINGS

The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.

IN WITNESS HEREOF, the parties have caused it to be executed on the date indicated above.

Employee:

Name: ULLAS

Date: 26th of July, 2021

For ZBuilders 3D Creations Pvt. Ltd.:

A handwritten signature in dark ink, appearing to read 'Dhiraj Nayak', written over a horizontal line.

Authorised Signatory: DHIRAJ NAYAK

Date: 25th of July, 2021



To,

**Name :** Vaibhavalaxmi Srinivasamoorthy

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

Dear Vaibhavalaxmi Srinivasamoorthy,

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

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

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

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

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

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

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

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

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

#### **Annexure A**

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

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

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

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





# CSR Campus Drive -2021

Dear Nithin V

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_

College Name: \_

Branch: \_

USN/ Reg Number: \_

Date: \_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Date: Sep 17, 2021  
Offer No : QS2320993

**SACHIN**

MANGALORE 123456  
KARNATAKA

### **FIXED TERM EMPLOYMENT CONTRACT**

Dear **SACHIN**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

#### **DEPUTATION:**

You are deputed to ULTRATECH CEMENT LTD under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 25, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

#### **TENURE:**

The term of your Contract shall be valid from SEP 25, 2021 to SEP 25, 2022.

#### **COTERMINOUS:**

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

#### **LOCATION:**

You are required to work at client's location at MANGALORE.

#### **POSITION:**



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Offer No : QS2320993

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**QUESS Corp Limited (Formerly IKYA Human Capital Solutions)**  
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
<http://www.quescorp.com> | Toll Free No: 1800-572-3333

You are appointed as MLE.

**REMUNERATION:**

The details of your salary break up with components are as per the enclosure attached herewith.

**EXTENSION:**

Unless otherwise notified to you in writing this contract of employment would be valid SEP 25, 2022 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

**WORKING HOURS:**

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

**TERMINATION & SUSPENSION:**

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

**NOTICE PERIOD:**

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.



However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

**INDEMNITY:**

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

**CODE OF CONDUCT:**

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

**HOLIDAYS:**

You will be entitled to paid holidays in a year as notified by the company from time to time.

**ADDRESS FOR COMMUNICATION:**

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

**BACKGROUND VERIFICATION:**

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

**ABSENTEEISM:**

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated



accordingly.

**RULES AND REGULATIONS:**

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

**OTHER TERMS OF CONTRACT:**

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

**JURISDICTION:**

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

**DEEMED CANCELLATION OF CONTRACT:**

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 25 2021 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

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Offer No : QS2320993

Page 4

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**QUESS Corp Limited (Formerly IKYA Human Capital Solutions)**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333

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

With warm regards,

For **QUESS Corp Limited**.



**Tej Hans Raj Singh**  
COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....



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Offer No : QS2320993

**QUESS Corp Limited (Formerly IKYA Human Capital Solutions)**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333

### Compensation Sheet

Offer No: **QS2320993**      Associate Name: **SACHIN**  
 Designation: **MLE**      Location: **MANGALORE**

<b>Pay Heads</b>	<b>Rs. Monthly Pay</b>	<b>Rs. Annual Pay</b>
Basic	15744	188928
House Rent Allowance	1385	16620
<b>Gross Salary</b>	<b>17129</b>	<b>205548</b>

<b>Employer's Contribution</b>		
Employer_esi	557	6684
Employer Provident Fund	1950	23400
<b>Total Contribution</b>	<b>2507</b>	<b>30084</b>
<b>Cost to Company: (CTC)</b>	<b>19636</b>	<b>235632</b>

<b>Deduction: (Subjected to change)</b>		
Employee Esi	129	1548
Provident Fund	1800	21600
<b>Total Deduction</b>	<b>1929</b>	<b>23148</b>
<b>Net Take Home</b>	<b>15200</b>	<b>182400</b>

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Marqet to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.

For any issues in login to WorQ app, please email to [help@quesscorp.com](mailto:help@quesscorp.com).

Please mention your

- Offer No :QS2320993
- Name :SACHIN
- Mobile No



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Offer No : QS2320993

Page 6

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**QUEST Corp Limited (Formerly IKYA Human Capital Solutions)**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-572-3333

Link to download WorQ  
Play Store (Android) - <https://goo.gl/rqsMnr>  
App Store (iOS) - <https://goo.gl/DmHpEj>



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Page 7

Offer No : QS2320993

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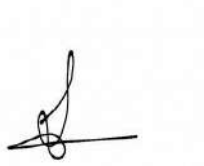
**DISCLAIMER**

**To whomsoever it may Concern**

I, SACHIN , Offer ID QS2320993, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

**Associate Name:**

**Associate Signature:**



*Quess Confidential*

*Page 8*

This is a system generated letter

*Offer No : QS2320993*

**QUESS Corp Limited (Formerly IKYA Human Capital Solutions)**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333

## EMPLOYMENT OFFER

**Name:** Swaliha Sheikh

**Location:** Manipal

**Offered date:** 24 June 2021

Dear Swaliha,

It is my pleasure to offer you the position of **BUSINESS ANALYST – DELEGATE SALES** at **Trescon Global Business Solutions Pvt Ltd**. The details of the same are outlined below.

**Duration:** Your employment will be for an open-ended duration with a six-month probation phase after which you will become a permanent employee of **Trescon Global Business Solutions Pvt Ltd**.

**Joining Date:** *Monday, 5 July 2021*

**Salary package:** *INR 12,000 CTC per month*

**Commission:** You will be eligible for commissions for which a separate commission memo will be issued to you at the time of joining.

*Working days: Monday through Friday (9:00 am – 6:00 pm, with a one-hour lunch break)*

*Probation phase: Six months*

*Salary revision: Performance-based annual revision*

This employment offer is valid for one (1) working day from the date offered.

In order to confirm your agreement on the above said terms, please return a signed copy of this agreement to [jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com).

Regards,

**Mithun Shetty**

**CHIEF EXECUTIVE OFFICER**

---

Accepted by,

**Name:**

**Date:**

**Signature:**



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

---

**2021 batch placed students @ Q Spiders**

1 message

---

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

Tue, May 25, 2021 at 3:52 PM

Pls share congratulatory message

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

From: **Likhitha** <likhitha.r@qspiders.com>

Date: Tue, May 25, 2021, 3:47 PM

Subject: QSpiders Campus Connect-Incubation Final Selects 2021 Batch

To: SMVITM Placement Officer &lt;placement@sode-edu.in&gt;

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training &amp; Placement] 2021 Batch.

We heartily congratulate students for getting placed &amp; we officially welcome all to QSpiders.

Attached List with Green Highlighted are the selects &amp; Please communicate the same with students &amp; we will post you the date of Joining ASAP.

We would courier the Hard copy of offer letter to college directly.

For Selected students anything in further information or Query contact-9513684738/7619163087

Signature latest- Namratha

Thanks &amp; Regards,

Likhitha.R

Business Developer

QSpiders / JSpiders- A Unit of Test Yantra Software Solutions (I) Pvt Ltd

Contact Details:- +91 9513684738

E-Mail:- [likhitha.r@qspiders.com](mailto:likhitha.r@qspiders.com)[www.qspiders.com](http://www.qspiders.com) | [www.jspiders.com](http://www.jspiders.com)

Bengaluru | Mysore | Chennai | Hyderabad | Pune | Mumbai | Thane | Bhopal | Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

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**3 attachments**



Candidate Name	Mobile Nu	Email ID	10th aggre	12th aggre	Degree CG	Degree str	Degree college
Namratha Shetty	9.73E+09	namratha.	85.8	65.85	8.01	Electronics	Shri Madhwa Vadiraja
Jithesh Shenoy	9.48E+09	jithesh.17	83.6	75.4	7.22	Computer	Shri Madhwa Vadiraja
Mahima s rao	9.15E+09	mahimasr	91.5	85.5	8	Computer	Shri Madhwa Vadiraja
ABHIJITH	8.76E+09	abhijith.17	86.08	78	6.86	Electronics	Shri Madhwa Vadiraja
K ADITH HOLLA	8.86E+09	adith.17ec	96.16	90.5	8.67	Electronics	Shri Madhwa Vadiraja
Shrirama Acharya	8.12E+09	shrirama8	88	68		Electronics	Shri Madhwa Vadiraja
Rashmi	9.61E+09	rashmi.17	91.24	70.33	7.02	Electronics	Shri Madhwa Vadiraja
Gowri M	9.61E+09	gowri.17ec	93.28	90.66	8.06	Electronics	Shri Madhwa Vadiraja
ashwini bhaskar	8.5E+09	ashwini.17	82.72	69.5	6.66	Electronics	Shri Madhwa Vadiraja
Bharath Shenoy	7.62E+09	pbharaths	74.4	61.2	7.2	Electronics	Shri Madhwa Vadiraja
Tripthi Shetty	7.35E+09	tripthi.17e	84.48	77.33	7.04	Electronics	Shri Madhwa Vadiraja
sahas kashyap N	8.62E+09	kashyapsu	83.6	70	6.5	Computer	Shri Madhwa Vadiraja
Suchitra	7.62E+09	Suchitra.1	87	62	6	Electronics	Shri Madhwa Vadiraja
Banu N S	9.48E+09	banu.17ec	75.04	62.16	6.97	Electronics	Shri Madhwa Vadiraja





Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

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**Fwd: Acceptance of TCS Offer Letter -ADARSHA HEBBAR ECE**

1 message

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

Mon, Mar 15, 2021 at 4:56 PM

**Now he shares his acceptance letter.....****ADARSHA HEBBAR ECE** <adarsha.17ec002@sode-edu.in>  
Date: Mon, Mar 15, 2021 at 3:49 PM  
Subject: Fwd: Acceptance of TCS Offer Letter  
To: SMVITM Placement Officer <placement@sode-edu.in>

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

From: **TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>  
Date: Tue, 9 Mar, 2021, 7:46 pm  
Subject: Acceptance of TCS Offer Letter  
To: <adarsha.17ec002@sode-edu.in>**Dear ADARSHA HEBBAR,**  
Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

For any query, please contact 1800-209-3111(toll free) /ilpsupport@tcs.com

Warm Regards,  
Talent Acquisition Group  
TATA Consultancy Services=====  
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai - 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

**Superset ID: 660756**

### **Letter of Intent ("LOI")**

Dear Akhila K V,

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

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

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

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

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

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

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



the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## ANNEXURE 1

**Akhila K V**

**Analyst and A4**

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

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**



PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear Akshatha P Upadhya ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021



**Offer: Computer Consultancy**

**Ref: TCSL/DT20207218160/Chennai**

**Date: 26/08/2021**

Ms. Anisha H Shetty  
1-89 Valadur Kallotte House, Padur Post,  
Valadur,  
Udupi-574106,  
Karnataka.  
Tel# 91-8971944952

Dear Anisha H Shetty,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/DT20207218160**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

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

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**TCSL/DT20207218160**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## **2. Higher Hospitalisation**

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

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

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

## **Maternity Leave**

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

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

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

## **Loans**

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

## **Professional Memberships**

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



## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

#### **4. Working Hours**

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

#### **5. Mobility**

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

#### **6. Compensation Structure / Salary components**

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

#### **7. Increments and Promotions**

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

#### **8. Alternative Occupation / Employment**

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



written permission of TCSL.

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

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

## 11. Overseas International Assignment Agreement

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

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

## 12. Terms and Conditions

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

## 13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

#### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)



- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

## 21. Letter of Appointment

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

## 22. Rules and Regulations of the Company

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

## 23. Compliance to all clauses

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



## 24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### **Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Anisha H Shetty</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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





## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



## Confidentiality and IP Terms and Conditions

### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## **2. Associate's Obligations**

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

## **3. Intellectual Property Rights**

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



#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines.**

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

#### **7. Restriction on Associate's Rights**

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

#### **8. No License**

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



## 9. Equitable Rights

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

## 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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

## EMPLOYMENT OFFER

**Name:** Ashwini Bhaskar  
**Location:** Manipal  
**Offered date:** 24 June 2021

Dear Rashmi,

It is my pleasure to offer you the position of **BUSINESS ANALYST – DELEGATE SALES** at **Trescon Global Business Solutions Pvt Ltd**. The details of the same are outlined below.

**Duration:** Your employment will be for an open-ended duration with a six-month probation phase after which you will become a permanent employee of **Trescon Global Business Solutions Pvt Ltd**.

**Joining Date:** *Monday, 5 July 2021*

**Salary package:** *INR 12,000 CTC per month*

**Commission:** You will be eligible for commissions for which a separate commission memo will be issued to you at the time of joining.

*Working days: Monday through Friday (9:00 am – 6:00 pm, with a one-hour lunch break)*

*Probation phase: Six months*

*Salary revision: Performance-based annual revision*

This employment offer is valid for one (1) working day from the date offered.

In order to confirm your agreement on the above said terms, please return a signed copy of this agreement to [jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com).

Regards,

**Mithun Shetty**  
**CHIEF EXECUTIVE OFFICER**

---

Accepted by,

**Name:**

**Date:**

**Signature:**



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

---

**2021 Batch - ECE Placed students @ Tantragyaan**

1 message

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

Tue, Jul 27, 2021 at 2:59 PM

Pls share congratulatory message for Tantragyaan and Trescon - Sowmya

Good Wishes,

**Vidya Bhat**

Head - Training &amp; Placement

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115  
College No: 7483031199Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On Co-Existence, Co-Creation and Collaboration!***Synergy is intrinsic to existence!**Harmony is inherent in existence!**Neither created nor constructed!**When nothing can harm or destroy us!**Fear will cease. Only trust will exist!*

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

From: **Human Resource Team** <[hr@tantragyaansolutions.com](mailto:hr@tantragyaansolutions.com)>

Date: Tue, Jul 27, 2021 at 2:37 PM

Subject: Re: From SMVITM: Registered students list | Tantragyaan

To: Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>



Dear Madam,

Further to the campus drive conducted last week, we have selected below candidates from your college.

1. B PRADYUMNA TANTRY - 4MW17EC011 - Product Engineer - Software
2. SOURABH MOHAN REVANKAR - 4MW17EC065 - Product Engineer - Hardware
3. SHAMITH - 4MW17EC053 - Product Engineer - Hardware

We will communicate with the candidates further with respect to joining date & other formalities.

We appreciate your cooperation during the drive & look forward to our visits to your college for campus recruitment in future as well.

On Tue, Jul 20, 2021 at 3:35 PM Human Resource Team <[hr@tantragyaansolutions.com](mailto:hr@tantragyaansolutions.com)> wrote:

Dear Madam,

Sure. No problem.

We might have to extend it a bit in the evening, but that shouldn't be an issue since most of the students will be taking it from home.

On Tue, Jul 20, 2021 at 3:33 PM Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:

Dear Suresha,

Can we start at 9.30 am as discussed? I have already shared the message with our students.

**Good Wishes,**



**SMVITM**

**Vidya Bhat**

Head - Training & Placement

+91 9481032207/ +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Co-Existence, Co-Creation and Collaboration!**

**Synergy is intrinsic to existence!**

**Harmony is inherent in existence!**

**Neither created nor constructed!**

**When nothing can harm or destroy us!**

**Fear will cease. Only trust will exist!**

On Tue, Jul 20, 2021 at 1:01 PM Human Resource Team <[hr@tantragyaansolutions.com](mailto:hr@tantragyaansolutions.com)> wrote:

Dear Madam,

Please find the schedule for the campus drive on 22th July -

09:00AM - 09:30AM - Pre placement Talk  
09:30AM - 09:45AM - Q & A session  
09:45AM - 10:45AM - Online exam  
11:30AM - Shortlisting of candidates  
11:45AM - 03:15PM - First Round interview  
03:30PM - Shortlist of candidates for second round  
03:45PM - 06:45PM - Second round interview

Please share the below link to the candidates for the pre-placement talk.

<https://us02web.zoom.us/j/85417893356?pwd=VUEXMnAzamVMWWo4UIZNTnNzcnVEQT09>

As discussed, exam links will be sent out to the individual candidates who have registered just before the exam. Since it's an online exam which needs pre-registration, we cannot support any on spot registrations for the recruitment drive. Please let me know if you need any clarifications.

Thanks,  
Suresha

On Fri, Jul 16, 2021 at 4:58 PM Human Resource Team <[hr@tantragyaansolutions.com](mailto:hr@tantragyaansolutions.com)> wrote:

Dear Madam,

Thanks for the details.

As discussed, we will plan for the recruitment drive on 22nd July, 2021.  
We will share the plan for the day in due course.

On Wed, Jul 14, 2021 at 4:03 PM Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:

Dear Suresha,

Greetings!

PFA Registered students list for Tantragyaan.

Wanted to request you to confirm the online test by 22/23rd as their exams are from 26th July.

Pls confirm.

**Good Wishes,**



**SMVITM**

**Vidya Bhat**

**Head - Training & Placement**

+91 9481032207/ /+91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Time and Decisions**

*Health is Wealth!*

*Knowledge is Power!*

*Seeking help is Courage!*

*Helping others is Happiness!*

## EMPLOYMENT OFFER

**Name:** Bharath Shenoy

**Location:** Manipal

**Offered date:** 24 June 2021

Dear Bharath,

It is my pleasure to offer you the position of **BUSINESS ANALYST – DELEGATE SALES** at **Trescon Global Business Solutions Pvt Ltd**. The details of the same are outlined below.

**Duration:** Your employment will be for an open-ended duration with a six-month probation phase after which you will become a permanent employee of **Trescon Global Business Solutions Pvt Ltd**.

**Joining Date:** *Monday, 5 July 2021*

**Salary package:** *INR 12,000 CTC per month*

**Commission:** You will be eligible for commissions for which a separate commission memo will be issued to you at the time of joining.

*Working days: Monday through Friday (9:00 am – 6:00 pm, with a one-hour lunch break)*

*Probation phase: Six months*

*Salary revision: Performance-based annual revision*

This employment offer is valid for one (1) working day from the date offered.

In order to confirm your agreement on the above said terms, please return a signed copy of this agreement to [jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com).

Regards,

**Mithun Shetty**

**CHIEF EXECUTIVE OFFICER**

---

Accepted by,

**Name:**

**Date:**

**Signature:**

1848139 / ELTP / 2020

25-May-2021

**Subject: Letter of Intent**

Dear Jeevan,

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- ð You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- ð You have successfully cleared the evaluation conducted by Tech Mahindra or the partner on behalf of Tech Mahindra including aptitude test, English essay, and
- ð You have successfully cleared technical test or technical interview or both and HR interview that would be conducted by Tech Mahindra, and
- ð You successfully completing **9 months** unpaid internship at Tech Mahindra for getting the relevant practical experience basis your request.

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

- ð You will be under **probation for a period of 3 (three) months** from the date of joining.
- ð During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ð Post probation and subject to Tech Mahindra's decision to confirm your position, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ð In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, ( Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ð At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company. We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on [Campusjoining@techmahindra.com](mailto:Campusjoining@techmahindra.com)





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

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

Registered Office:  
Gateway Building, Apollo Bunder  
Mumbai 400 001, India.  
[www.techmahindra.com](http://www.techmahindra.com)  
CIN L64200MH1986PLC041370

This Letter of Intent shall cease to be valid on **22-Nov-21** or issue of Offer of Appointment, whichever is earlier.

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

Yours sincerely,  
**For Tech Mahindra Limited,**

A handwritten signature in black ink, appearing to read "P. Kalikrishna Rao".

**Head - Resource Management Group**

### Annexure A

<b>Total Cost to Company (TCC) (Per Annum)</b>	<b>260,000</b>
<b>Components of Total Cost to Company</b>	<b>INR. (Per Annum)</b>
Basic (@30% of Total Fixed Pay)	67,712
HRA (@50% of Basic Pay)	33,856
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,125
<b>Flexible Components of TFP ^</b>	<b>92,013</b>
<b>Total Fixed Pay (Per Annum)</b>	<b>2,25,706</b>
Total Variable Pay (TVP) (Per Annum) (*)	25,079
<b>Total ??????????...(A)</b>	<b>2,50,785</b>
<b>Additional Benefits ??...?(B)</b>	<b>9,215</b>
Gratuity	3,257
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
<b>Total Cost to Company (Per Annum) -----(A) + (B)</b>	<b>2,60,000</b>
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
<b>Bonus / Statutory Bonus</b> , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
<b>Additional Benefits</b> : In addition to the above, you will also be eligible for the below-mentioned benefits -	
<b>i) Gratuity</b> : As per Payment of Gratuity Act	
<b>ii) Insurance</b>	
<b>a) Group Term Life Insurance (GTLI) Coverage:</b> You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of <b>Rs. 20 lakhs</b> to the beneficiary on the unfortunate death of the associate	
<b>b) Group Medical Coverage Plan (GMIP):</b> You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of <b>Rs. 3 lakhs</b> (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be <b>Rs. 2 lakhs</b> .	
<b>c) Group Personal Accident Insurance (GPAI) coverage:</b> You would be enrolled under the Company's GPAI scheme with a cover of upto <b>Rs. 5 lakhs</b> payable in case of permanent disablement arising out of any unfortunate event of an accident.	

**Annexure B**

<b>Total Cost to Company (TCC) (Per Annum)</b>	<b>3,25,000</b>
<b>Components of Total Cost to Company</b>	<b>INR. (Per Annum)</b>
Basic (@30% of Total Fixed Pay)	85,037
HRA (@50% of Basic Pay)	42,519
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,204
<b>Flexible Components of TFP ^</b>	<b>1,21,695</b>
<b>Total Fixed Pay (Per Annum)</b>	<b>2,83,455</b>
Total Variable Pay (TVP) (Per Annum) (*)	31,496
<b>Total ??????????...(A)</b>	<b>3,14,951</b>
<b>Additional Benefits ??...?(B)</b>	<b>10,049</b>
Gratuity	4,091
Insurance Premiums (towards GTLI, GMIP and GPAl)	5,958
<b>Total Cost to Company (Per Annum) -----(A) + (B)</b>	<b>3,25,000</b>
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
<b>Bonus / Statutory Bonus</b> , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
<b>Additional Benefits</b> : In addition to the above, you will also be eligible for the below-mentioned benefits -	
<b>i) Gratuity</b> : As per Payment of Gratuity Act	
<b>ii) Insurance</b>	
<b>a) Group Term Life Insurance (GTLI) Coverage:</b> You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of <b>INR 20 lakhs</b> to the beneficiary on the unfortunate death of the associate	
<b>b) Group Medical Coverage Plan (GMIP):</b> You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of <b>INR 3 lakhs</b> (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be <b>INR 2 lakhs</b> .	
<b>c) Group Personal Accident Insurance (GPAl) coverage:</b> You would be enrolled under the Company's GPAl scheme with a cover of upto <b>INR 5 lakhs</b> payable in case of permanent disablement arising out of any unfortunate event of an accident.	





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

---

## 2021 placed student...Adith Holla CSE...Congratulations! You have been selected to be part of Accenture!

1 message

---

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

Sat, Jul 17, 2021 at 2:19 PM

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

From: **K ADITH HOLLA** <adithholla@gmail.com>  
Date: Sat, Jul 17, 2021, 12:54 PM  
Subject: Fwd: Congratulations! You have been selected to be part of Accenture!  
To: SMVITM Placement Officer <placement@sode-edu.in>, <laxmishetty.ec@sode-edu.in>

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

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>  
Date: Wed, Jul 14, 2021 at 6:07 PM  
Subject: Congratulations! You have been selected to be part of Accenture!  
To: <adithholla@gmail.com>



**See you soon at Accenture!**

Dear Kujumbettu Adith Holla,

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

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

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

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

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

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

Regards,  
Recruitment Team  
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at [privacy policy](#) and [Recruiting and Hiring Statement](#). Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct erase, object to processing, restrict to processing or withdraw your personal information anytime and seek a copy of the personal information.



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

## 2021 Placed student: Avo Automation interview Results

1 message

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

Thu, Apr 15, 2021 at 11:07 AM

Share congratulatory email. What about hte posters?

**Good Wishes,**



**Vidya Bhat**

Head - Training & Placement

+91 9481032207/ /+91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115  
College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Time and Decisions**

**Move Foward!**

**Go, kiss the world!**

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

From: **Rashmi Bhandary** <[placements@sahyadri.edu.in](mailto:placements@sahyadri.edu.in)>

Date: Mon, Apr 12, 2021 at 5:20 PM

Subject: Avo Automation interview Results

To:

Dear All,

Please find the below list of candidates who are final selects.

S.no	Name	Specialisation	College Name
1	Shreejith Shetty	ECE	
2	Rayesh H Kini	Mechanical	Canara Engineering College
3	Kavana Mahesh Hegde	ECE	Shri Madhwa Vadhi Raja Institute of Technology

4	Vaibhav R Pai	ECE	NMAM Institute of technology
5	Prateeksha S Acharya K		NMAM Institute of technology

Contact no of Prateeksha : 8217437381 , email id : [4nm17is072@nmamit.in](mailto:4nm17is072@nmamit.in)

Contact no of Shreejith : 9113577809 , email id : [Shreejithsshetty04@gmail.com](mailto:Shreejithsshetty04@gmail.com)

Note : I have mentioned the above details for easy reference as the canddiates profile does not contain either specialization or College name. Kindly refer accordingly.We tried reaching them and calls were not responded. Pls connect the above 2 candidates and help us to fill the missing details.

Regards,

RB

On Wed, Apr 7, 2021 at 4:30 PM Rashmi Bhandary <[placements@sahyadri.edu.in](mailto:placements@sahyadri.edu.in)> wrote:

Dear All,

Here are the shortlisted candidates for tomorrow's interview.

- Please ensure you let all the students know to follow all preventive measures for Covid.
- For the UI/UX interviews, please remind the students that they need to bring their previously done UX work copies or provide online links of their work during the interview.

Venue: Sahyadri College of ENgineering and Management - Ground floor Seminar Hall  
Reporting Time: 8: 30 am sharp

Regards,  
RB



Dr. C K Manjunath &lt;placement@sode-edu.in&gt;

---

## ELITE NTH phase 2 Final selects

1 message

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**Nahida Kouser** <nahida.kouser2@wipro.com>  
Cc: Binoy K <binoy.k08@wipro.com>

Wed, Jun 1, 2022 at 5:32 PM

Dear Academic Partners,

Greetings from Wipro !!

Attached list of ELITE NTH Phase 2 Final selects, Kindly filter & choose your respective college for details.

Thanks and regards,



Nahida Kouser

Location Campus Lead – Engineering - KAR

Global Campus Hiring Team,

Wipro Limited



"Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on [helpdesk.recruitment@wipro.com](mailto:helpdesk.recruitment@wipro.com)

'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](http://www.wipro.com)'



**KAR ELITE NTH phase 2 Final selects.xlsx**  
149K

Superset ID	College Name
1645585	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi
1483389	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi
2528709	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi
1637456	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi
1774879	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi
439345	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi

Name	Email Id	Region	Application Status
Shubham Manjunath Vernekar	shubhamvernekar024@gmail.com	KAR	SHORTLISTED
Nikhil G Poojary	nikhil.18cs047@sode-edu.in	KAR	SHORTLISTED
Kavitha U	kavithau73@gmail.com	KAR	SHORTLISTED
Anjali	anjali.18cs008@sode-edu.in	KAR	SHORTLISTED
Fathima Namiha	fathimanamiha026@gmail.com	KAR	SHORTLISTED
Varsha S Bangera	varshabangera20@gmail.com	KAR	SHORTLISTED





Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

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**2021 TRescon: selected student - Sowmya**

1 message

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

Mon, Jul 26, 2021 at 4:13 PM

Good Wishes,

**Vidya Bhat**

Head - Training &amp; Placement

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115  
College No: 7483031199Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On Co-Existence, Co-Creation and Collaboration!***Synergy is intrinsic to existence!**Harmony is inherent in existence!**Neither created nor constructed!**When nothing can harm or destroy us!**Fear will cease. Only trust will exist!*

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

From: **Jeshma Saldanha** <[jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com)>

Date: Mon, Jul 26, 2021 at 9:28 AM

Subject: Re: From SMVITM: Reg confirmation of selected students.

To: Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>Cc: Edward C Maben <[ecm@tresconglobal.com](mailto:ecm@tresconglobal.com)>

Dear Vidya,

Good Morning!

Awaiting offer letter signed.

Also, please check with MG Soumya if she is interested to join on Aug 2, 2021 as Data research Executive. CTC 10000.If yes, i shall share the offer letter.

Thanks & regards,

**JESHMA SALDANHA**

HR EXECUTIVE



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#4 -12H (23) Pragathi Business District , 3rd Floor Above Reliance Trends,  
Laxmindra Nagar, Manipal - 567104, India



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**From:** Jeshma Saldanha <[jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com)>

**Sent:** Friday, July 23, 2021 10:04 AM

**To:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

**Cc:** Edward C Maben <[ecm@tresconglobal.com](mailto:ecm@tresconglobal.com)>

**Subject:** Re: From SMVITM: Reg confirmation of selected students.

Dear Vidya,

Good Morning!

Haven't received the signed letter yet.

Let us know if they are not interested.

Thanks & regards,

**JESHMA SALDANHA**

HR EXECUTIVE



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**From:** Jeshma Saldanha <[jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com)>

**Sent:** Tuesday, July 20, 2021 12:59 PM

**To:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

**Cc:** Edward C Maben <[ecm@tresconglobal.com](mailto:ecm@tresconglobal.com)>

**Subject:** Re: From SMVITM: Reg confirmation of selected students.

Dear Vidya,

As discussed earlier, sharing the offer letters with you.

Below details can be shared with the candidates along with the offer letter.

We are glad to extend you the offer for the position of “Business Analyst - Delegate Sales” at Trescon Global Business Solutions Pvt Ltd, Manipal.

I have attached your offer letter along with this mail for your reference. Please go through the same and let me know if you have any questions.

If you choose to accept this offer, please acknowledge the same.

The formalities of your joining are mentioned below.

**Date of joining: August 2,2021**

Reporting place : Manipal branch

Reporting time: 8.45 am

Induction starts at: 9.00 am

**Documents to carry:**

Original Aadhar & PAN card (the same will be scanned and the originals returned to you)

4 passport size photos

Bank details to transfer salary

Signed offer letter - Email the signed copy

UAN Number (If its already existing)

We shall offer all the support that helps you do your best every day. Please know that we shall always be available when you need advice or help.

We look forward to working with you.

Thanks & regards,

**JESHMA SALDANHA**

HR EXECUTIVE



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Laxmindra Nagar, Manipal - 567104, India



---

**From:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

**Sent:** Tuesday, July 20, 2021 12:48 PM

**To:** Jeshma Saldanha <[jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com)>

**Cc:** Edward C Maben <[ecm@tresconglobal.com](mailto:ecm@tresconglobal.com)>

**Subject:** Re: From SMVITM: Reg confirmation of selected students.

This email originated from outside the organisation. Do not click any links or open attachments unless you recognize the sender and know the sender/contents are safe.

Thanks Jeshma,

For sharing the placement news.

Grateful for the support and hope our students give their best to Trescon!

**Good Wishes,**



**SMVITM**

**Vidya Bhat**

Head - Training & Placement

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Co-Existence, Co-Creation and Collaboration!**

*Synergy is intrinsic to existence!*

*Harmony is inherent in existence!*

*Neither is created nor can be constructed!*

*When nothing can harm or destroy us!*

*Only trust will exist!*

On Mon, Jul 19, 2021 at 3:10 PM Jeshma Saldanha <[jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com)> wrote:

Dear Vidya,

Good Afternoon!

Please note below candidates are selected for August 2,2021 batch:

1. Shubhrath Madyastha
2. Prajyoth Bhat

Kindly let me know if they are confirming for the same, after which we shall share the offer letter with you.

Thanks & regards,

**JESHMA SALDANHA**

HR EXECUTIVE



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Laxmindra Nagar, Manipal - 567104, India



---

**From:** Jeshma Saldanha <[jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com)>  
**Sent:** Wednesday, June 23, 2021 3:33 PM  
**To:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
**Cc:** Edward C Maben <[ecm@tresconglobal.com](mailto:ecm@tresconglobal.com)>  
**Subject:** Re: From SMVITM: Reg confirmation of selected students.

Dear Vidya,

Sure, we welcome more candidates. Do share the resume and we shall get in touch with the interested once.

Also, the once who have been rejected earlier, profiles won't be reconsidered 😊

Thank you for your support and looking forward to having more candidates from SMVITM to join Trescon.

Thanks & regards,

**JESHMA SALDANHA**

HR EXECUTIVE



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Laxmindra Nagar, Manipal - 567104, India



---

**From:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

**Sent:** Wednesday, June 23, 2021 3:20 PM

**To:** Jeshma Saldanha <[jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com)>

**Cc:** Edward C Maben <[ecm@tresconglobal.com](mailto:ecm@tresconglobal.com)>

**Subject:** From SMVITM: Reg confirmation of selected students.

*This email originated from outside the organisation. Do not click any links or open attachments unless you recognize the sender and know the sender/contents are safe.*

Dear Jeshma,

Am in receipt of your email. Will consider all the marked students as selected/placed at Trescon as you have already selected them.

Will share the same job profiles among the alumni too for their response too. Pls confirm.

Looking forward to many more students being placed at Trescon in the future, settling down locally and building the local economy thanks to companies like Trescon!

**Good Wishes,**



**SMVITM**

**Vidya Bhat**

Head - Training & Placement

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115

College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Time and Decisions**

*Health is Wealth!*

*Knowledge is Power!*



*Seeking help is Courage!  
Helping others is Happiness!*

On Wed, Jun 23, 2021 at 2:26 PM Jeshma Saldanha <[jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com)> wrote:

Dear Vidya,

Good Afternoon!

Thank you for arranging candidates visit to office today.

Attached is the list of candidates who visited and got shortlisted for your information.

We are starting the batch on July 5, 2021 for the once who got selected.

Three more are to decide on the interview dates.

Also, request you to send us more candidates profiles suitable to the positions open with us and if any more candidates are interested to apply.

Thanks for your support.

Thanks & regards,

**JESHMA SALDANHA**

HR EXECUTIVE



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---

**From:** Jeshma Saldanha**Sent:** Monday, June 21, 2021 6:05 PM**To:** [preema.17ec045@sode-edu.in](mailto:preema.17ec045@sode-edu.in) <[preema.17ec045@sode-edu.in](mailto:preema.17ec045@sode-edu.in)>; [pbharathshenoy@gmail.com](mailto:pbharathshenoy@gmail.com) <[pbharathshenoy@gmail.com](mailto:pbharathshenoy@gmail.com)>; [rashmishenoy28@gmail.com](mailto:rashmishenoy28@gmail.com) <[rashmishenoy28@gmail.com](mailto:rashmishenoy28@gmail.com)>; [muskan.17ec029@sode-edu.in](mailto:muskan.17ec029@sode-edu.in) <[muskan.17ec029@sode-edu.in](mailto:muskan.17ec029@sode-edu.in)>; [ashwinibhaskar23@gmail.com](mailto:ashwinibhaskar23@gmail.com) <[ashwinibhaskar23@gmail.com](mailto:ashwinibhaskar23@gmail.com)>; [shubmady@gmail.com](mailto:shubmady@gmail.com) <[shubmady@gmail.com](mailto:shubmady@gmail.com)>; [vidyaamin1699@gmail.com](mailto:vidyaamin1699@gmail.com) <[vidyaamin1699@gmail.com](mailto:vidyaamin1699@gmail.com)>; [prajna.17cs054@sode-edu.in](mailto:prajna.17cs054@sode-edu.in) <[prajna.17cs054@sode-edu.in](mailto:prajna.17cs054@sode-edu.in)>; [soumya.17ec027@sode-edu.in](mailto:soumya.17ec027@sode-edu.in) <[soumya.17ec027@sode-edu.in](mailto:soumya.17ec027@sode-edu.in)>; [swalishahnawaz@gmail.com](mailto:swalishahnawaz@gmail.com) <[swalishahnawaz@gmail.com](mailto:swalishahnawaz@gmail.com)>; [shashank.17ec057@sode-edu.in](mailto:shashank.17ec057@sode-edu.in) <[shashank.17ec057@sode-edu.in](mailto:shashank.17ec057@sode-edu.in)>**Cc:** Edward C Maben <[ecm@tresconglobal.com](mailto:ecm@tresconglobal.com)>; Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>**Subject:** Final round of interviews

Dear All

Good Evening!

Thank you for your interest. We are looking for highly passionate individuals with excellent skills for various positions in our company.

We have shortlisted you for the final round of face to face Interview scheduled on June 23, 2021 at 10.30am for various positions open with us which will be discussed at the time of your interview. Kindly confirm your availability.

Make sure you are 10minutes in advance at the venue(Manipal office, third floor, above reliance trends).

Also, attached Job description for different position open with us. Meanwhile, kindly go through the same and try understanding which role you think you will suit the best and why. We shall then discuss and figure out if you are fit for the said position.

Also note, this is just final round of interviews. You are selected or no, you shall be informed through a separate email addressed individually.

Do not forget to carry your resume along with you.

Note: Shashank Kolle, whenever you are able to travel, do let us know. We will accordingly schedule for you.

Below is the details about the company. Kindly go through the same and be prepared for the interview.

Trescon is the world's fastest growing B2B EVENTS COMPANY and consulting firm that provides a wide range of business services to a diversified client base.

Trescon is founded and managed by a group of specialists with more than 6 decades of combined expertise in successfully developing business events, trainings and consulting for corporates, governments, associations and high-net-worth individuals across the world.

We produce highly focused B2B events that connect businesses with opportunities through conferences, road shows, expos, demand generation and consulting services.

We pride in hosting the best of the delegates and solution providers to come under one platform and to network with peers from various industries across the globe.

We encourage you to follow the YouTube links provided below to have broader view of our events.

<https://www.youtube.com/watch?v=cuWaVIGCSEc>

<https://www.youtube.com/watch?v=Dq5YZJ8M640>

<https://www.youtube.com/watch?v=ky9npIFRv2E>

Our training and development platform specializes in public and on-site professional training courses, which are developed by a team of subject matter experts focused on addressing current business challenges.

Our mission is to add value to our clients' sales and marketing engagements, business development activities, and learning & development programmes.

## TRESCON CORPORATE PRESENTATION

Kindly acknowledge once you have received this mail

Thanks & regards

**JESHMA SALDANHA**

HR EXECUTIVE



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**Trescon**

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#4 -12H (23) Pragathi Business District , 3rd Floor Above Reliance Trends,

Laxmindra Nagar, Manipal - 567104, India





PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear Muskan ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

**Date:22<sup>nd</sup> Apr 2021**

**Namana**  
**Aradhana,**  
**Near Ambalpady temple,**  
**Ambalpady Udipi,**  
**576103**  
**Phone No: 8884798311**

**Subject - Offer of Appointment**

Dear **Namana,**


It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Bangalore** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on (Will be communicated Later) at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Bangalore office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **24<sup>th</sup> Apr 2021**.

9. For any clarification / further Information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail:[Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com)(Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



**Authorized Signatory**

**Encl:** **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** (Code of Conduct and Ethics), **Annexure I** (Indemnity Bond with Surety)

**Accepted**

Date:

Signature of Candidate:

**Annexure - A**

NAME	Namana	
TITLE	Associate Engineer	
BAND	U1	
LOCATION	Bangalore	
<b>COMPONENTS</b>	<b>Per Annum</b> (All figures in Indian Rupees)	
BASIC (@40% OF TOTAL FIXED PAY)	117735	
HRA (@70% OF BASIC)	82415	
BONUS / STATUTORY BONUS	48000	
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600	
FLEXIBLE COMPONENTS OF TFP	24587	
<b>TOTAL FIXED PAY..... (A)</b>	<b>294337</b>	
<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>0</b>	
<b>ADDITIONAL BENEFITS..... (C)</b>	<b>10000</b>	
GRATUITY	5663	
<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>310000</b>	

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)




**Annexure - A (Contd...)**

- 3. Additional Benefits:** Associates shall be eligible for below mentioned benefits:
- a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates on the unfortunate death of the associate.
  - b) Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of 3 Lakhs applicable to Self.
  - c) Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPA scheme payable in case of permanent disablement arising out of any unfortunate event of an accident.
- 4. Deductions:**
- a)** The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards company provided transport, non-adherence as per disciplinary policies etc.
  - b)** Statutory Deductions: Cerium Systems Private Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Cerium Systems Private Limited, provide documents/proofs of such payments.

**Notes:**

- 1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance.
- 2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
- 3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Policy applicable for the Financial Year.
- 4. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
- 5. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
- 6. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

**For Cerium Systems Private Limited,**



**Authorised Signatory**

**Annexure – B**

**1) Employment Agreement**

**a) Code of Conduct**

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

**b) Secrecy**

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Cerium Systems Private Limited or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

**c) Employee data**

By accepting this Offer and furnishing your personal data to the Company, you are according your irrevocable consent to Company to possess, deal with or handle your sensitive personal data either by itself or through any third party agency during the term of your employment with the Company subject however to the terms of the Privacy Policy of the Company. You are aware that your personal data is confidential in nature and Company shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care.

**d) Conflict of Interest**

Your position with The Company calls for whole time employment and you will 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 on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

**e) Non-Solicitation / Non-Compete**

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Cerium Systems Private Limited.

- (i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Cerium Systems Private Limited.
- (ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Cerium Systems Private Limited's clients (except as directed by Cerium Systems Private Limited), directly or indirectly.
- (iii) You will not be employed by a client of Cerium Systems Private Limited for which you performed services while employed by Cerium Systems Private Limited.
- (iv) You will not solicit or induce Cerium Systems Private Limited associates to join a client or to compete with Cerium Systems Private Limited
- (v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

**f) Exclusivity of Services, Publications, Gifts/Anti-bribery**

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board

of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.
- You hereby agree not to involve in receiving any gift/bribery during your tenure with the Company. You shall abide and follow the Company's anti-bribery policy which is hereby incorporated for reference. This Company policy shall be amended from time to time.

**g) Confidentiality / Non-Disclosure**

- a) You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.
- b) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Cerium Systems Private Limited will either be Intellectual Property of the Cerium Systems Private Limited or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Cerium Systems Private Limited or the Client.

**2. Assignments/Transfer/Deputation**

Though you have been engaged for a specific position, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

**3. Termination of Employment**

- (a) Either party can terminate this employment by serving a notice of 90 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Cerium Systems Private Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.

- (b) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- (c) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3(a)** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- (d) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- (e) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3(a)** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- (f) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3(a)** herein above on the grounds of misrepresentation of facts.
- (g) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3(a)** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- (h) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is mis-stated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to fore with terminate your employment as per the procedure mentioned in **Clause 3(a)** herein above and/or revoke your appointment with The Company, without further reference in the matter.

#### **4. Statement of Facts**

- (a) 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 the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later 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 standards 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 herein.
- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

#### **5. Company Policies**

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Policy on Prevention of Sexual Harassment and such other policies, as communicated to the associates of Cerium Systems Private Limited from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Cerium Systems Private Limited's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get

familiar with Cerium Systems Private Limited's policies. Cerium Systems Private Limited reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

**6. Personal Indebtedness**

Cerium Systems Private Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Cerium Systems Private Limited. You understand and accept that you shall have no authority to pledge the credit of Cerium Systems Private Limited to any person or entity without Cerium Systems Private Limited's prior written authorization.

**7. Restraints**

**Access to Information**

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

**Authorization**

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

**Smoking**

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

**Passwords**

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

**Unauthorized Software**

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

**Security**

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

**(a) Destroying Papers & Material**

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

**(b) Use of Company Resources**

- i. You shall use The Company's resources only for official purposes as per the applicable Company policy.
- ii. The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual user's activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.
- iii. You shall access only those web sites, which are relevant to your work at hand.
- iv. You shall not use any company resource for hacking or other unethical / illegal activities.
- v. You shall not circulate or distribute offensive/pornographic material through e-mail or in any other manner.

**8. Overseas Service Agreement**

As The Company will be spending substantial amount of time and money for your deputation /secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

**9. Intellectual Property Rights**

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arising out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit. You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Cerium Systems Private Limited or the Client.

**10. Jurisdiction**

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Bengaluru** only.

**11. Retirement**

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

**12. General**

The above terms and conditions including those in Annexure - A (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

**13.** You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24\*7 project on shift basis if required and you're working hours' / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

**14.** You shall provide details regarding the utilization of your time by entering the same into Cerium Systems Private Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Cerium Systems Private Limited's timesheet system.

**15.** This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Cerium Systems Private Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

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This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure – B and I hereby accept and agree to abide by them. I am also required to fill the EMPLOYMENT VERIFICATION FORM, complete in all respects and bring it along with all the other documents / testimonials as required (Annexure D) at the time of joining.

**Name in full** :

**Signature** :

**Address** :



**Cerium Systems Pvt Ltd**  
No 527, 22<sup>nd</sup> Main Road, Sector 1  
Sector 1, HSR Layout  
Bangalore, Karnataka 560102, India  
Cerium-systems.com

**Date** :

**Place** :



**Annexure- C- Medical Declaration**

MEDICAL DECLARATION FORM			
Applicant ID <i>(To be filled by HR)</i>		Associate ID <i>(To be filled by HR)</i>	
First Name:		Last Name:	
Gender: Male/Female		Date of birth (DD/MM/YYYY)	
		Blood Group	

**Candidate's Medical History:**

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

**Have you ever suffered/are you suffering from any of the following? *(Please tick whichever applicable)***

Heart Attack	Diabetes



	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

**Candidate's Declaration:**

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

**Signature:**

**Name:**

**Date:**

(DD/MM/YY)

**Annexure – D – Checklist of the Documents**

At the time of joining, you are requested to bring the

- a. Acceptance copy of Cerium Systems Private Limited's offer of appointment duly signed on all pages (including all annexures)
- b. Two passport-sized color photographs with white background.

If you have not submitted the following documents on the Cerium Systems Private Limited Pre-Onboarding Portal, or if documents are submitted but not yet approved, you should carry the following documents:

- a. **Relieving Letter:** Your relieving letter from your present organization Service Certificate from the last employer as well as all previous employers.
- b. **Valid Passport:** Please submit copy of the valid Passport (inclusive of all blank pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.
- c. **PAN Card:** You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.
- d. **Aadhaar Card:** You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing the KYC in EPFO portal. If applied for, please submit a copy of the acknowledgement as issued by the authorities. Please do ensure that your Name on the Aadhaar Card Name and PAN name is same and Aadhaar Card has correct Date of Birth (DD-MM-YYYY format) and Father's name.
- e. **PF UAN Number:** You MUST provide your PF UAN Card copy or UAN Number (not applicable for fresher's). You can find UAN number on your previous employer pay slip or you can check with your previous employer for your PF UAN Number.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, The Company reserves the right to revoke the offer.

**Annexure E - Confidentiality Agreement**

I understand that during my employment with Cerium Systems Private Limited, I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Cerium Systems Private Limited". I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However, these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Cerium Systems Private Limited or which Cerium Systems Private Limited is under an obligation to prevent this disclosure.
- 3) Information from Cerium Systems Private Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that:
  - The confidential information shall remain the sole and exclusive propriety of Cerium Systems Private Limited and I shall regard it as confidential and secret information.
  - The confidential information is the property considered to be the trade secrets of Cerium Systems Private Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Cerium Systems Private Limited
  - The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Cerium Systems Private Limited
  - I will not, during and after my employment at Cerium Systems Private Limited publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Cerium Systems Private Limited to receive such information.
  - I will not copy and confidential information for any purpose except with the express consent of the Cerium Systems Private Limited. Officials or the expressed written authorization of the third party owner.
  - Upon termination of my employment with Cerium Systems Private Limited, or at any other time at Cerium Systems Private Limited. request, I agree to return promptly to Cerium Systems Private Limited, all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Cerium Systems Private Limited which in any way were obtained by me during my employment at Cerium Systems Private Limited which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Cerium Systems Private Limited upon termination of my employment.
  - This confidentiality agreement will continue to be in effect after the termination of my employment with Cerium Systems Private Limited.
  - IF any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name:

Signature:

Date:

**Annexure - F - Intellectual Property Assignment**

Associate Name:

Associate ID:

Date:

In consideration of my employment with Cerium Systems Private Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Cerium Systems Private Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

**(a) Intellectual Property Assignment**

I hereby assign, to Cerium Systems Private Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating or developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Cerium Systems Private Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Cerium Systems Private Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Cerium Systems Private Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Cerium Systems Private Limited. I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Cerium Systems Private Limited to secure to Cerium Systems Private Limited its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

**(b) Restrictions after Termination**

I further agree upon termination of my employment to surrender to Cerium Systems Private Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Cerium Systems Private Limited. The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Cerium Systems Private Limited.

WITNESSED

ACCEPTED

\_\_\_\_\_  
\_\_\_\_\_

**Annexure – G**

**Agreement – General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation**

In consideration of my employment with Cerium Systems Private Limited and in consideration of the wages or salary to be paid to me and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably and to the best of my ability all duties required of me from time to time by Cerium Systems Private Limited. I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Cerium Systems Private Limited during the term of my employment with Cerium Systems Private Limited either within or outside of business hours.
2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.
3. **Actions Required on Termination:** Upon termination of my employment at Cerium Systems Private Limited whether voluntary or involuntary (or at any other time upon the request of Cerium Systems Private Limited.), I shall return to Cerium Systems Private Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.
4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Cerium Systems Private Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, codebooks, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Cerium Systems Private Limited I also agree to keep the contractual relationships of Cerium Systems Private Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Cerium Systems Private Limited's customers. This Section 4 is intended to apply to all materials, which I may compile as well as to all materials furnished to me by anyone else in connection with my employment.

- a. Because it may not be clear to Associate which information is Confidential Information in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Cerium Systems Private Limited before making any disclosure of information covered by this Agreement.
- b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India provided, however, that prior to such disclosure, the Associate (i) notifies Cerium Systems Private Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Cerium Systems Private Limited has had the opportunity to prevent or limit such disclosure.
- c. In the event of a breach or threatened breach of this Section 4 by Associate, Cerium Systems Private Limited shall be entitled, in addition to all other remedies otherwise available to Cerium Systems Private Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.
- d. In the event that Cerium Systems Private Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Cerium Systems Private Limited any costs and attorneys' fees reasonably incurred by Cerium Systems Private Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be

extended on a per diem basis for the period that Associate is in breach.

5. **Ownership of Work Product:** Cerium Systems Private Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Cerium Systems Private Limited or any research or development conducted by Cerium Systems Private Limited. I agree to assign, disclose and deliver to Cerium Systems Private Limited as Cerium Systems Private Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Cerium Systems Private Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.
6. **Partial Restriction on Post-Termination Competition:** Background. Cerium Systems Private Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Cerium Systems Private Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Cerium Systems Private Limited's customers or competitors may attempt to cause me to leave Cerium Systems Private Limited and wrongfully gain the benefit of Cerium Systems Private Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Cerium Systems Private Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Cerium Systems Private Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Cerium Systems Private Limited's interest, giving due regard to both my interests and the interests of Cerium Systems Private Limited.
7. **Covenant Not to Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement that for the 12 months' period following the termination of my employment with Cerium Systems Private Limited (irrespective of the reason for or such termination),
- (a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Cerium Systems Private Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Cerium Systems Private Limited provided, however, that this restriction shall apply only to customers of Cerium Systems Private Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Cerium Systems Private Limited within the two year period preceding the date my employment with Cerium Systems Private Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.
- (b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Cerium Systems Private Limited's for which I am providing services on behalf of Cerium Systems Private Limited that are competitive with the products and services available to the client from Cerium Systems Private Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Cerium Systems Private Limited associate; or (2) induce or solicit any associate of Cerium Systems Private Limited to seek or obtain such employment with a customer of Cerium Systems Private Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;
- I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Cerium Systems Private Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Cerium Systems Private Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.
8. **Compliance Not Contingent Upon Additional Consideration:** I understand and acknowledge that the wages, compensation, benefits training and experience that Cerium Systems Private Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim any additional or special payment or compliance with the covenants and agreements herein.
9. **Damages and Remedies:** I acknowledge and agree that if I violate this Agreement, Cerium Systems Private Limited may take legal action against me as follows: (1) Cerium Systems Private Limited may take legal action in the court

specified below in Paragraph 14 for the liquidated damages specified in Paragraph 6 above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Cerium Systems Private Limited an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Cerium Systems Private Limited shall in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

10. **Severability:** Each paragraph and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.
11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Cerium Systems Private Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Cerium Systems Private Limited.
12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Cerium Systems Private Limited (Together with their successors and assigns).
13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.
14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Cerium Systems Private Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Cerium Systems Private Limited would incur upon such breach.

Following the expiration of the one-year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

For and on Behalf Of  
**Cerium Systems Private Limited**



**Authorized Signatory**

Signature

\_\_\_\_\_  
(Suresh Kumar Varupula)

**Annexure – H**

PROOF OF ACCEPTANCE OF  
Code of Ethical Business Conduct (CEBC)  
And  
Statement of Policies and Procedures for Preventing Insider Trading

To  
Cerium Systems Private Limited  
Date of Joining: \_\_\_\_\_

Dear Sir/Madam,

I \_\_\_\_\_ Associate Id No \_\_\_\_\_

(Associate) of Cerium Systems Private Limited do hereby state to have read and accepted that Cerium Systems Private Limited Code of Ethical Business Conduct (CEBC) and Statement of policies and Procedures for Preventing Insider Trading. I have read and fully understood the above stated code of conduct and Ethics for directors and Associates and Statement of Policies and Procedures for preventing Insider Trading and shall abide by the policies, procedures and Principles contained therein.

I understand that any misinterpretation and /or false understanding given herein may attract penalties as laid down under the policy.

Authorized Signatory (HR)

Signature of the Associate

Name:



**Annexure-I**

**INDEMNITY BOND WITH SURETY**

This Indemnity is made and executed at \_\_\_\_\_ on this \_\_\_\_\_ by Mr. /Ms. /Mrs. **Name** \_\_\_\_\_ **age** \_\_\_\_\_ S/o Mr. \_\_\_\_\_ a permanent resident of \_\_\_\_\_ \*hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first part

**AND**

Mr. \_\_\_\_\_ age \_\_\_\_\_ S/o Mr. \_\_\_\_\_ a permanent resident of \_\_\_\_\_ [hereinafter called "**Surety**" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

**IN FAVOUR OF Cerium Systems Private Limited**, a company incorporated under the Companies Act, 1956 and having its Corporate Office at #527, 22<sup>nd</sup> Main Road, O.R.R Beside HDFC Bank, Bangalore, Karnataka 560102 [hereinafter called "**Cerium Systems**" which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

~~WHEREAS~~ **the Employee** has been selected for appointment as Associate Engineer in the service of Cerium Systems.

**AND WHEREAS** an Offer of Appointment containing the terms and conditions of the appointments has already been issued to the **Employee of Cerium Systems**.

**AND WHEREAS** the acceptance of the terms and conditions of the appointment has already been communicated to **Cerium Systems** on \_\_\_\_\_ by the **employee**.

**AND WHEREAS** one of the terms and conditions of the appointment is that the **Employee** shall undergo an initial training programme for a minimum period of 3 months and would be subsequently placed on assignments relating to various projects of **Cerium Systems**. The Employee shall serve Cerium Systems for a minimum period of **36** months from the date of joining of **the Employee** and execute an indemnity with surety in favor of **Cerium Systems**.

**NOW THIS INDENTURE WITNESSETH** as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Cerium Systems** has agreed to give appointment to the Employee, the Employee **hereby** undertakes to undergo the Initial Training Programme as provided by **Cerium Systems** without any interruption whatsoever and serve **Cerium Systems**, on its various projects at any location, in India or abroad, for a minimum period of **36** months from the date of joining.
2. The Employee hereby undertakes to devote his/her full time and attention to the business of **Cerium Systems** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Cerium Systems**.
3. The **Employee** hereby undertakes to honor the commitment made by **Cerium Systems** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.
4. The party of the Second Part i.e. \_\_\_\_\_ agrees to stand as Surety for the due performance of the obligation of the **Employee** under this agreement of indemnity. **In case of breach of the terms of this indemnity by the Employee and failure to indemnify Cerium Systems**, the Surety shall be jointly and severally liable to pay the aforesaid amount of **Rs. 500000/- (Rupees Five lakhs only)** to **Cerium Systems** with an interest at the rate as specified herein below, immediately on demand.
5. **The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by Cerium Systems, he/she shall pay an amount of 500000/- (Rupees Five lakh only) with the**

interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which Cerium Systems has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by Cerium Systems during intervening period. The employee and surety agree that assessment of liquidated damages as assessed as **500000/- (Rupees Five lakh only)** are reasonable, which they both agree to pay jointly and severally, on demand made by Cerium Systems.

6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the **Employee** to continue in the service of **Cerium Systems** for the aforesaid term of **36** months, and Cerium Systems shall always have the right to take appropriate action against the **Employee** as per terms of the appointment letter and/or the rules and regulations of **Cerium Systems** as applicable, in case of commission of any misconduct by the **Employee**.

7. The amount specified above shall constitute a debt owing to **Cerium Systems** and shall be recoverable from the **Employee** and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

8. **IN WITNESS whereof, the EMPLOYEE & the SURETY have put their signatures in the presence of the witnesses.**

Signed and delivered by the Party of the first part i.e. the Employee  
having read and understood  
the contents/terms of this Indemnity Bond

Signed and delivered by the Party of the second part i.e. the Surety having  
read and understood  
the contents/terms of this Indemnity Bond

1. WITNESS:

NAME & ADDRESS:

2. WITNESS:

NAME & ADDRESS



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207330327/Bangalore**  
**Date: 09/03/2021**

Ms. Niveditha Nayak P  
House Number 8-2-46Badagupet,  
Udupi,  
Udupi-576101,  
Karnataka.  
Tel# 91-9482242565

Dear Niveditha Nayak P,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**  
**TCSL/DT20207330327**

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](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

**Date:20-Feb-2022**

To

Prajwal Shetty  
INDIA

Dear Prajwal Shetty,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ 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. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.

*Prajwal*  
Prajwal (Feb 21, 2022 23:25 GMT+5.5)



**Mindtree**

A Larsen & Toubro Group Company

2.3. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.4. The period of Orchard Learning Programme is for 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

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 arrange to produce the following documents at the time of reporting for training or such other time prior to your date of joining, as may be required by Mindtree, for the purpose of completing the joining formalities:

- a) 10th, 12th and graduation (all semesters) mark sheets originals;
- b) Degree completion/provisional certificate original;
- c) Pan card original;
- d) Aadhaar card original; and
- e) Voter ID / Driving license original.

Mindtree reserves the right to ask for and verify additional document/s over and above the aforementioned list for your onboarding purpose and you undertake to provide the same to Mindtree.

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.offers@mindtree.com](mailto:campus.offers@mindtree.com).

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,

**For Mindtree Limited**

**Rosalee M Kombial**  
**Vice President-People Function**


Prajwal (Feb 21, 2022 23:25 GMT+5.5)



**Enclosed: Annexure to your offer of employment**

**Acceptance of the Offer**

I, **Prajwal Shetty**, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	 <small>Prajwal (Feb 21, 2022 23:25 GMT+5.5)</small>
Your Name in Capital letters	<b>PRAJWAL SHETTY</b>

**Annexure 1**

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

- Name : Prajwal Shetty**
- Salary Grade : C1**
- Designation : ENGINEER**
- Stipend : INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for **2022 - 2023** is as follows

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 600,000 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 2,500,000.
- 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 date of confirmation

Name : Prajwal Shetty

Salary Grade : C1

Designation : ENGINEER

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

COMPONENTS	AMOUNT (in INR/annum)
Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

\* 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.

*Prajwal*

[Prajwal \(Feb 21, 2022 23:25 GMT+5.5\)](#)

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 600,000. 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.

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**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 3, and Mindtree Code of Conduct. **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 team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

**6. Orchard Learning Program**

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

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Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

## 7. Confirmation of employment

7.1 Upon confirmation, your designation will be "ENGINEER" and in the salary grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16<sup>th</sup> of the same month or 1<sup>st</sup> 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 1<sup>st</sup> to 15<sup>th</sup> during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16<sup>th</sup> to 30<sup>th</sup> of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 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.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 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, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

## 8. Background check & references

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

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If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

## **9. Compensation and benefits**

9.1 During the Orchard learning program, you will be paid a stipend of **INR 26,000** per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be **INR 400,008.00** per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 If applicable, you will be eligible for relocation benefits for the relocation from a Mindtree campus/facility to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 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 (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 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.

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## 10. Vacation and leave

10.1 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.

10.2 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.

10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

## 11. Termination of employment

### 11.1 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 and return of the Mindtree assets, within two working days.

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## 11.2. 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. 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 & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

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11.3 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 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.

## 12. Nature of employment

12.1 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. 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 background 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.**

12.2 **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.**

## 13. Other Agreements

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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#### **14. Transfer**

14.1 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.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from a Mindtree training center in Bangalore to the work location as determined by Mindtree, will be as per the existing relocation policy for Campus Minds.

#### **15. Retirement and retirement benefits**

15.1 Subject to your confirmation after the completion of training at Mindtree training center in Bangalore, 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.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

#### **16. Intellectual property**

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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## **17. Mindtree's Code of Conduct and Policies**

17.1 Mindtree has a 'Code of Conduct' that is applicable for all Mindtree Minds undergoing training. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Mindtree and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 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.

## **18. Tax implication**

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

## **19. Reimbursement of travel expense for joining Mindtree**

Expenses incurred by you for joining Mindtree will be borne by you and will not be reimbursed by Mindtree.

## **20. Personal Safety and conduct**

You understand that during your training and employment with Mindtree, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

## **End of Annexure 3**

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**Mindtree**

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## Code of Conduct

### **Summary:**

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

### **Objective:**

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

### **Eligibility/Applicability:**

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

### **Code of Conduct :**

The policy details various scenarios under which Code of Conduct is monitored.

#### **1) Personal Interest v/s Mindtree's interest**

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

#### **2) Use of proprietary or confidential information of third party**

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

#### **3) Office for Profit**

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



## 4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

## 5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

## 6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

## 7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

## 8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

## 9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

## 10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

## 11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



**Mindtree**

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## 12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

## 13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

## 14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

## Agreed and Accepted

Signature :   
Prajwal (Feb 21, 2022 23:25 GMT+5.5)

Name : Prajwal

Date : Feb 21, 2022




# Mindtree Offer Letter

Final Audit Report

2022-02-21

Created:	2022-02-20
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAC3IAJagCPlvphxQjJmG228E63gOF32e

## "Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)  
2022-02-20 - 12:00:55 PM GMT- IP address: 20.44.36.221
-  Waiting for Signature by Prajwal (prajwals616@gmail.com)  
2022-02-20 - 12:00:59 PM GMT
-  Document e-signed by Prajwal (prajwals616@gmail.com)  
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)  
Signature Date: 2022-02-21 - 5:55:53 PM GMT - Time Source: server- IP address: 103.146.224.199
-  Agreement completed.  
2022-02-21 - 5:55:53 PM GMT



**Offer: Computer Consultancy**

**Ref: TCSL/DT20207266541/Chennai**

**Date: 26/08/2021**

Mr. Prajyoth P Bhat  
Sita B,Pwd Quartres,Near Mission HospitalMission Compound,  
Opp.Outlook Hair Dressers,  
Udupi-576101,  
Karnataka.  
Tel# 91-9606407523

Dear Prajyoth P Bhat,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/DT20207266541**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

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

**TCS Confidential**

**TCSL/DT20207266541**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## **2. Higher Hospitalisation**

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

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

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

## **Maternity Leave**

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

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

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

## **Loans**

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

## **Professional Memberships**

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



## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

#### **4. Working Hours**

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

#### **5. Mobility**

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

#### **6. Compensation Structure / Salary components**

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

#### **7. Increments and Promotions**

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

#### **8. Alternative Occupation / Employment**

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



written permission of TCSL.

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

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

## 11. Overseas International Assignment Agreement

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

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

## 12. Terms and Conditions

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

## 13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

#### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)



- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

## 21. Letter of Appointment

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

## 22. Rules and Regulations of the Company

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

## 23. Compliance to all clauses

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





## **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Prajyoth P Bhat</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



## **Confidentiality and IP Terms and Conditions**

### **1. Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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



## **2. Associate's Obligations**

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

## **3. Intellectual Property Rights**

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



#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines.**

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

#### **7. Restriction on Associate's Rights**

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

#### **8. No License**

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



## 9. Equitable Rights

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

## 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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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





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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear Prashanth ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

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**2021 Placed student: High Peak Software || Pool Campus Recruitment Drive || 6th and 7th March 2021**

1 message

---

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

Tue, Apr 20, 2021 at 9:22 AM

Share Congratulatory message  
Good Wishes,**Vidya Bhat**

Head - Training &amp; Placement

+91 9481032207/ /+91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115  
College No: 7483031199Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On Time and Decisions***Move Forward!**Go, kiss the world!*

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

From: **CEC Placement** <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)>

Date: Tue, Apr 20, 2021 at 9:06 AM

Subject: Re: High Peak Software || Pool Campus Recruitment Drive || 6th and 7th March 2021

To:

Dear Placement Officer,

Please find the details of the selected candidates after the final round of High Peak Software Recruitment Drive dated April 01, 2021.

- PRATHAM S KANCHAN - [pratham.17ec044@sode-edu.in](mailto:pratham.17ec044@sode-edu.in) - 9980246527

We would like to congratulate you on the Final selects. The tentative date of Joining for these candidates would be on May 03, 2021.

Thanks &amp; Regards,

**Prashanth Kumar A**  
Placement Officer.

---

**Canara Engineering College,**  
Benjanapadavu., Bantwal Taluk,

Mangaluru.Karnataka,India.  
 Ph:0824-2278674  
 Mobile:9880862001/8123769715  
 Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Thu, Mar 18, 2021 at 10:21 AM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:

Dear Placement Officer,

Greetings from Canara Engineering College!

PFA List of the selected candidates' in High Peak Software Managerial Round. We will update you regarding the next rounds of interviews shortly.

Thanks & Regards,

**Prashanth Kumar A**  
 Placement Officer.

---

Canara Engineering College,  
 Benjanapadavu., Bantwal Taluk,  
 Mangaluru.Karnataka,India.  
 Ph:0824-2278674  
 Mobile:9880862001/8123769715  
 Website: [www.canaraengineering.in](http://www.canaraengineering.in)

On Tue, Mar 9, 2021 at 3:42 PM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:

Dear Placement Officer,

Greetings from Canara Engineering College!

Please find the below details for the shortlisted candidates and their respective time slots for level - 1 interview of High Peak Software Recruitment Drive. We request you to please ensure that the candidates turn up for the virtual interviews 10 minutes prior using their laptops and having their code ready with them. Students need to run the Codes in front of the Recruiter during the Interview. They will be asked the questions based on the Code written by them. The Google Meet link for the Interview will be shared with the Candidate directly by the Company.

**Kindly send us the Resume of the shortlisted students by 06.00 PM today without fail.**

Name	Email Address	Primary Phone Number	Secondary Phone Number	Institution Name	Level -1 Interview Date	Level - 1 Interview Time
Thrupthi KK	<a href="mailto:thrupthikallugadde@gmail.com">thrupthikallugadde@gmail.com</a>	9449537176	7676043113	KVG College of Engineering	Mar 10, 2021	3:00 PM
Harshakrishna A	<a href="mailto:harshaarthyadka@gmail.com">harshaarthyadka@gmail.com</a>	6363817061			Mar 10, 2021	3:00 PM
SHRIKALA CSE	<a href="mailto:shrikala.17cs081@sode-edu.in">shrikala.17cs081@sode-edu.in</a>	9008580840		SMVITM	Mar 10, 2021	3:30 PM
Aaisiri Anchan	<a href="mailto:aaisirianchan6@gmail.com">aaisirianchan6@gmail.com</a>	9538470373	9538470373	A J INSTITUTE OF ENGINEERING AND TECHNOLOGY	Mar 10, 2021	3:30 PM
Sujith Rai	<a href="mailto:raisuji38@gmail.com">raisuji38@gmail.com</a>	8197740871	8618028455	KVG College of Engineering	Mar 10, 2021	3:30 PM
ASHMITHA KALKUR	<a href="mailto:ashmitha.17cs010@sode-edu.in">ashmitha.17cs010@sode-edu.in</a>	7349113305	7349113305	Shri madwa vadiraja	Mar 10, 2021	3:30 PM

				institute of technology and management, Bantakal		
Deepak DS	<a href="mailto:donnerdeepak@gmail.com">donnerdeepak@gmail.com</a>	9481004283	8660242385	KVG College of Engineering	Mar 10, 2021	3:30 PM
Muhammad Rayees N P	<a href="mailto:muhammadrayeesnp@gmail.com">muhammadrayeesnp@gmail.com</a>	8136953046	9961370335	AJ INSTITUTE OF ENGINEERING AND TECHNOLOGY	Mar 10, 2021	3:30 PM
Manish acharya	<a href="mailto:acharyam96@gmail.com">acharyam96@gmail.com</a>	9353359526		Srinivas Institute of technology	Mar 10, 2021	3:30 PM
Shruddhas Kulal	<a href="mailto:shruddhaskulal@gmail.com">shruddhaskulal@gmail.com</a>	7760496252	8546886403	Aj Institute of engineering and technology	Mar 10, 2021	4:00 PM
PRATHAM S KANCHAN	<a href="mailto:pratham.17ec044@sode-edu.in">pratham.17ec044@sode-edu.in</a>	9980246527		Shri Madhwa Vadiraja Institute of Technology and Management	Mar 10, 2021	4:00 PM
SUSHMA CSE	<a href="mailto:sushma.17cs089@sode-edu.in">sushma.17cs089@sode-edu.in</a>	7349425125		Shri madhwa vadiraja institute of technology and management	Mar 10, 2021	4:00 PM
Brunda P D	<a href="mailto:brundagowda.236@gmail.com">brundagowda.236@gmail.com</a>	7019503626	9743024068	Alva's institute of engineering and technology	Mar 10, 2021	4:00 PM
Sai Thejas	<a href="mailto:saithejas28@gmail.com">saithejas28@gmail.com</a>	8151848259	8073726683	SDM Institute of Technology	Mar 10, 2021	4:00 PM
Shreedhar Siri	<a href="mailto:shreedharsiri784@gmail.com">shreedharsiri784@gmail.com</a>	9483131582	9901797582	SDM institute of technology ujire	Mar 10, 2021	4:00 PM
Rithesh	<a href="mailto:ritheshrai5@gmail.com">ritheshrai5@gmail.com</a>	8618687049		SDM Institute of Engineering ujire	Mar 11, 2021	3:00 PM
Vishwanath	<a href="mailto:vishwanathkustagi308@gmail.com">vishwanathkustagi308@gmail.com</a>	9886863529	9113023323	SDM institute of technology, Ujire	Mar 11, 2021	3:00 PM
Mangala Holla	<a href="mailto:mangalaholla656@gmail.com">mangalaholla656@gmail.com</a>	9535164518		SDMIT Ujire	Mar 11, 2021	3:00 PM
pooja m haske	<a href="mailto:mhaskepooja69@gmail.com">mhaskepooja69@gmail.com</a>	7022286197		Alva's institute of engineering and technology	Mar 11, 2021	3:00 PM
Nishant Bangera	<a href="mailto:nishanthatbanger107@gmail.com">nishanthatbanger107@gmail.com</a>				Mar 11, 2021	3:00 PM
Adarsha K	<a href="mailto:4su17is001@sdmit.in">4su17is001@sdmit.in</a>	7353660422	8431011802	SDM institute of technology	Mar 11, 2021	3:00 PM

Sneha K Bakale	<a href="mailto:snehabakale1999@gmail.com">snehabakale1999@gmail.com</a>	8182907999	8182907999	,ujire Alva's institute of engineering and technology	Mar 11, 2021	3:00 PM
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Thanks & Regards,

**Prashanth Kumar A**  
Placement Officer.

**Canara Engineering College,**  
**Benjanapadavu., Bantwal Taluk,**  
**Mangaluru.Karnataka,India.**  
**Ph:0824-2278674**  
**Mobile:9880862001/8123769715**  
**Website: [www.canaraengineering.in](http://www.canaraengineering.in)**

On Tue, Mar 9, 2021 at 3:33 PM CEC Placement <[placement.department@canaraengineering.in](mailto:placement.department@canaraengineering.in)> wrote:

Dear Placement Officer,

Greetings from Canara Engineering College!

Please find the below details for the shortlisted candidates and their respective time slots for level - 1 interview of High Peak Software Recruitment Drive. We request you to please ensure that the candidates turn up for the virtual interviews on time using their laptops and having their code ready with them. Students need to run the Codes in front of the Recruiter during the Interview. They will be asked the questions based on the Code written by them. The Google Meet link for the Interview will be shared with the Candidate directly by the Company.

**Kindly send us the Resume of the shortlisted students by 06.00 PM today without fail.**

Name	Email Address	Primary Phone Number	Secondary Phone Number	Institution Name	Level -1 Interview Date	Level - 1 Interview Time
Thrupthi KK	<a href="mailto:thrupthikallugadde@gmail.com">thrupthikallugadde@gmail.com</a>	9449537176	7676043113	KVG College of Engineering	Mar 10, 2021	3:00 PM
Harshakrishna A	<a href="mailto:harshaarthyadka@gmail.com">harshaarthyadka@gmail.com</a>	6363817061			Mar 10, 2021	3:00 PM
SHRIKALA CSE	<a href="mailto:shrikala.17cs081@sode-edu.in">shrikala.17cs081@sode-edu.in</a>	9008580840		SMVITM	Mar 10, 2021	3:30 PM
Aaisiri Anchan	<a href="mailto:aaisirianchan6@gmail.com">aaisirianchan6@gmail.com</a>	9538470373	9538470373	A J INSTITUTE OF ENGINEERING AND TECHNOLOGY	Mar 10, 2021	3:30 PM
Sujith Rai	<a href="mailto:raisuji38@gmail.com">raisuji38@gmail.com</a>	8197740871	8618028455	KVG College of Engineering	Mar 10, 2021	3:30 PM
ASHMITHA KALKUR	<a href="mailto:ashmitha.17cs010@sode-edu.in">ashmitha.17cs010@sode-edu.in</a>	7349113305	7349113305	Shri madwa vadiraja institute of technology and management, Bantakal	Mar 10, 2021	3:30 PM
Deepak DS	<a href="mailto:donnerdeepak@gmail.com">donnerdeepak@gmail.com</a>	9481004283	8660242385	KVG College of Engineering	Mar 10, 2021	3:30 PM

4/20/2021

Shri Sode Vadiraja Mutt Education Trust Mail - 2021 Placed student: High Peak Software || Pool Campus Recruitment Drive || 6th and 7t...

Muhammad  
Rayees N P

[muhammadrayeesnp@gmail.com](mailto:muhammadrayeesnp@gmail.com)

## EMPLOYMENT OFFER

**Name:** Preema D'Souza  
**Location:** Manipal  
**Offered date:** 24 June 2021

Dear Preema,

It is my pleasure to offer you the position of **BUSINESS ANALYST – DELEGATE SALES** at **Trescon Global Business Solutions Pvt Ltd**. The details of the same are outlined below.

**Duration:** Your employment will be for an open-ended duration with a six-month probation phase after which you will become a permanent employee of **Trescon Global Business Solutions Pvt Ltd**.

**Joining Date:** *Monday, 5 July 2021*

**Salary package:** *INR 12,000 CTC per month*

**Commission:** You will be eligible for commissions for which a separate commission memo will be issued to you at the time of joining.

*Working days: Monday through Friday (9:00 am – 6:00 pm, with a one-hour lunch break)*

*Probation phase: Six months*

*Salary revision: Performance-based annual revision*

This employment offer is valid for one (1) working day from the date offered.

In order to confirm your agreement on the above said terms, please return a signed copy of this agreement to [jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com).

Regards,

**Mithun Shetty**  
**CHIEF EXECUTIVE OFFICER**

---

Accepted by,

**Name:**

**Date:**

**Signature:**



## EMPLOYMENT OFFER

**Name:** Rashmi Shenoy

**Location:** Manipal

**Offered date:** 24 June 2021

Dear Rashmi,

It is my pleasure to offer you the position of **BUSINESS ANALYST – DELEGATE SALES** at **Trescon Global Business Solutions Pvt Ltd**. The details of the same are outlined below.

**Duration:** Your employment will be for an open-ended duration with a six-month probation phase after which you will become a permanent employee of **Trescon Global Business Solutions Pvt Ltd**.

**Joining Date:** *Monday, 5 July 2021*

**Salary package:** *INR 12,000 CTC per month*

**Commission:** You will be eligible for commissions for which a separate commission memo will be issued to you at the time of joining.

*Working days: Monday through Friday (9:00 am – 6:00 pm, with a one-hour lunch break)*

*Probation phase: Six months*

*Salary revision: Performance-based annual revision*

This employment offer is valid for one (1) working day from the date offered.

In order to confirm your agreement on the above said terms, please return a signed copy of this agreement to [jeshma@tresconglobal.com](mailto:jeshma@tresconglobal.com).

Regards,

**Mithun Shetty**

**CHIEF EXECUTIVE OFFICER**

---

Accepted by,

**Name:**

**Date:**

**Signature:**



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

---

**2021 Batch - Placed student @ Garuda Aerospace - Roopesh Kumar**

4 messages

---

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

Mon, Aug 9, 2021 at 4:25 PM

Pls share congratulatory message.

**Good Wishes,****Vidya Bhat**

Head - Training &amp; Placement

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115  
College No: 7483031199Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On Co-Existence, Co-Creation and Collaboration!***Synergy is intrinsic to existence!**Harmony is inherent in existence!**Neither created nor constructed!**When nothing can harm or destroy us!**Fear will cease. Only trust will exist!*

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

From: **Careers Garuda** <[careers@garudaaerospace.com](mailto:careers@garudaaerospace.com)>

Date: Mon, Aug 9, 2021 at 12:28 PM

Subject: Placement Result from Garuda Aerospace pvt ltd !

To: SMVITM Placement Officer <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

Dear sir/Madam,

We are pleased to inform you that the list of students attached herewith have been selected for **Drone Pilot Training at Garuda Aerospace Pvt Ltd**. They are instructed to join on **1st September 2021** and this will be the final confirmation mail. The Selected students should pay around 5k for training and the students who fail to join on the mentioned date will not be a part of the training program. The selected students will be given training for a period of 3 months. The students who performed better while training, will be inducted as our co pilot. ( Note: Candidate who had not clear the placement, but if they are willing to proceed the training program, should pay 10k for the course Completion )

**Reporting Time : 10.00 AM**

**Date : 1st September 2021**

**Venue : Agni Business Centre, 3<sup>rd</sup> Floor, 24/46, K.B. Dasan Road, Alwarpet, Chennai 600 018**

**Contact Person : Mr.Rama Moorthy (9677284682) / Mr. Kowsigan (8675390981)**

--

Regards,

Ramamoorthy

Placement coordinator

9677284682

[careers@garudaaerospace.com](mailto:careers@garudaaerospace.com)

[www.garudaaerospace.com](http://www.garudaaerospace.com)



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 **Shri Madhwa Vadiraja Institute ofTechnology Selected list.xlsx**  
13K

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**Shrikantha Mithanthaya** <mithanthaya.office@sode-edu.in>  
To: ROOPESH KUMAR A ECE <roopesh.17ec050@sode-edu.in>

Mon, Aug 9, 2021 at 4:53 PM

PFB

[Quoted text hidden]

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 **Shri Madhwa Vadiraja Institute ofTechnology Selected list.xlsx**  
13K

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**Shrikantha Mithanthaya** <mithanthaya.office@sode-edu.in>  
To: ROOPESH KUMAR A ECE <roopesh.17ec050@sode-edu.in>

Mon, Aug 9, 2021 at 4:55 PM

Request you to give call , I have tried to call you not able to connect

My Contact no 9916943300

**With Regards,**

8/10/2021

Shri Sode Vadiraja Mutt Education Trust Mail - 2021 Batch - Placed student @ Garuda Aerospace - Roopesh Kumar

**Shrikantha Mithanthaya**

Office Assistant  
Training & Placement Cell  
Shri Madhwa Vadiraja Institute of Technology and Management

Vishwothama Nagar, Bantakal, Udupi, Karnataka.

Off Tel: 7483031199 Ext – 251

E- mail: [mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)

[Quoted text hidden]

---

**ROOPESH KUMAR A ECE** <roopesh.17ec050@sode-edu.in>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Tue, Aug 10, 2021 at 7:56 AM

I accept the offer sir

[Quoted text hidden]



PENTAGON SPACE

Mastering The Future

# CSR Campus Drive -2021

Dear S Srihari ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar,  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagonspace.in  
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

# AceMicromatic Manufacturing Intelligence Technologies Pvt. Ltd.



(Formerly Pioneer Computing Technologies)

July 28, 2021

Mr. Shamith,  
#2-128, Shri Laxmi Nilaya,  
Anantharajacharya road, Near Badaraguthu,  
Mallaru Village, Kapu, udupi, Karnataka - 574106

**SUBJECT: LETTER OF INTENT FOR THE POSITION OF SOFTWARE ENGINEER TRAINEE.**

Dear Mr. Shamith,

We are pleased to offer you a position of **SOFTWARE ENGINEER – TRAINEE** with AmiT effective from August 16, 2021.

This offer is contingent upon successful authentication of your education and experience (if any) certificates.

This offer letter is based on the following conditions;

1. Your monthly gross salary will be Rs.25,000/-.
2. At the end of 12 months, a performance evaluation will be done on which you may be designated as a **"Software Engineer"**.
3. Either party may terminate this appointment by providing the other party **90 days of notice in writing.**

Your monthly remuneration details are in the annexure. Kindly treat this information as confidential.

We welcome you to AmiT family and hope it would be the beginning of a long and mutually beneficial association.

Thanking You,

FOR ACEMICROMATIC MANUFACTURING INTELLIGENCE TECHNOLOGIES PVT LTD.

A handwritten signature in blue ink, appearing to read 'S. Q. W. Mya M.' with a stylized flourish at the end.

SQWMYA M  
ASSISTANT MANAGER - HR

ACCEPTED

**SALARY ANNEXURE – Shamith**

SALARY HEADS	Monthly	Annual
Basic + VDA	₹ 16,500.00	₹ 198,000.00
HRA	₹ 4,250.00	₹ 51,000.00
Conveyance Allowance	₹ 1,250.00	₹ 15,000.00
Medical Allowance	₹ 1,250.00	₹ 15,000.00
Education Allowance	₹ 200.00	₹ 2,400.00
Meal Allowance / Food Coupons	₹ 1,250.00	₹ 15,000.00
Special Allowance	₹ 300.00	₹ 3,600.00
<b>Gross Monthly/Annual Base (GMB/GAB) Salary</b>	<b>₹ 25,000.00</b>	<b>₹ 300,000.00</b>
Employer PF	₹ 1,800.00	₹ 21,600.00
Gratuity Allocation PM	₹ 794.00	₹ 9,528.00
Mediclaim Insurance	₹ 0.00	₹ 4,000.00
Personal Accident for 4 Lakhs Coverage	₹ 0.00	₹ 635.00
Fixed Bonus	₹ 0.00	₹ 16,500.00
<b>Total CTC</b>	<b>₹ 27,594.00</b>	<b>₹ 352,263.00</b>

FOR ACEMICROMATIC MANUFACTURING INTELLIGENCE TECHNOLOGIES PVT LTD.



SOWMYA M  
ASSISTANT MANAGER - HR

ACCEPTED

## OFFER LETTER

(Personal & Confidential)

Date: 23, Oct 2021

Name : Mr Shreeshadas  
Designation : Graduate Engineer Trainee (GET)  
Department : Electrical & Electronic Systems (EES)  
Level : 10

Dear Shreeshadas,

It is our pleasure to extend a formal offer of employment to you on behalf of **Automotive Robotics India Pvt. Ltd**, as per the terms and conditions mentioned below.

### Location of Work

Your base location of work will be at **Hyderabad**. However, company has the discretion to post you at any of ARIPL's offices /client locations as per the changing needs of business.

### Date of Joining

The date of joining shall be on or before **25, Oct 2021**. You are required to acknowledge the receipt of offer as well as provide acceptance to the same within 3 days from the offer date mentioned above.

### Cost to Company (CTC)

Your CTC will be **Rs. 3,00,000 per annum ( Only)**. A break-up of the same is explained in the Annexure-II

### Probation Period

You shall be on probation for an initial period of 6 months during which the notice period will be 2 Months. Employee completing 6-months with the organization is deemed to be a permanent employee and no separate mail or letter will be issued to this extent. The notice period after the probation will be 3 months. Date of joining shall include probation period for all records of ARI.

### Annual Performance Review

You will be covered under Annual Performance Review. The Performance Review Cycle at ARI is **April to March**, and the related compensation changes shall be affected from the **1<sup>st</sup> of July** on a pro-rata basis. There shall not be a retrospective pay for the period between April and June. As per the current norms you will be eligible for a performance review in **November 2022**.

### Appointment Letter

The Appointment Letter will be issued subject to completion of Background Verification, within 30 days from joining.

### Non-Disclosure Agreement

You shall sign the **Confidentiality and Non-Disclosure agreement** with organization as per the rules of the company. You will be governed by the policies of the company that may be laid down/modified from time to time.



---

**Hours of Work**

The Company follows 5 working days a week schedule but for trainees, a 6-day working schedule may be followed. Each shift spreads across **8.45 hours** a day (including 45 minutes of break time). However, as the Company's business requires round the clock support, your weekly days off may not necessarily be on Saturdays/Sundays and you may be required to work in day-night/night shifts. Shift information will be given well in advance. Occasions may arise when you may be required to serve the Company beyond your assigned normal working hours.

**Leave Rules**

You will be eligible for 12 Days Privilege Leaves and 9 Sick Leaves per annum. All leave requests must be submitted to your Reporting Manager prior to availing, as per the policy guidelines. However, you will not be entitled to leave during notice period. Absence for a continuous period of 3 days, without prior approval including an overstay of leave, will be treated as abandonment of services. In such an event, your employment shall automatically come to an end with/without any notice of termination.

**Validity of the Offer**

In case you do not respond within the above stipulated time and company has not received your acceptance, this offer letter stands automatically withdrawn forthwith without further reference to you. If you have any queries regarding this letter, please contact HR on **+91 (40) 66887214**.

You are required to report on or before **25, Oct 2021** by **09:45 AM** at the following address failing which, this offer might stand withdrawn, unless such date is extended and communicated to you in writing.

**Automotive Robotics India Private Limited**

**My Home Hub, Block No.1, 6th Floor, Madhapur, Hyderabad, Telangana - 500 081**

**Note:**

- The above terms and conditions are based on company policies, procedures and other rules currently applicable and are subject to amendments from time to time. By accepting this offer you agree to comply with and shall abide by all rules and regulations of the company as shall be in force, from time to time.
- In all matters, including those not specifically covered herein, such as Travel and other Organizational policies, you will be governed by the rules of the Company as may be framed from time to time.

**For Automotive Robotics India Private Limited**



**GVS Gurunadh**

**Senior Manager - Human Resources**

I, \_\_\_\_\_ (Indicate name in full) have read & understood the terms and conditions of the offer and do hereby accept the above offer. I will join on \_\_\_\_\_ at the aforementioned address.

## **OFFER LETTER**

**(Personal & Confidential)**

**Date: 23, Oct 2021**

**Name :** Mr Shreyas  
**Designation :** Graduate Engineer Trainee (GET)  
**Department :** Electrical & Electronic Systems (EES)  
**Level :** 10

**Dear Shreyas,**

It is our pleasure to extend a formal offer of employment to you on behalf of **Automotive Robotics India Pvt. Ltd.**, as per the terms and conditions mentioned below.

### **Location of Work**

Your base location of work will be at **Hyderabad**. However, company has the discretion to post you at any of ARIPL's offices /client locations as per the changing needs of business.

### **Date of Joining**

The date of joining shall be on or before **25, Oct 2021**. You are required to acknowledge the receipt of offer as well as provide acceptance to the same within 3 days from the offer date mentioned above.

### **Cost to Company (CTC)**

**Your CTC will be Rs. 3,00,000 per annum ( Only).** A break-up of the same is explained in the Annexure-II

### **Probation Period**

You shall be on probation for an initial period of 6 months during which the notice period will be 2 Months. Employee completing 6-months with the organization is deemed to be a permanent employee and no separate mail or letter will be issued to this extent. The notice period after the probation will be 3 months. Date of joining shall include probation period for all records of ARI.

### **Annual Performance Review**

You will be covered under Annual Performance Review. The Performance Review Cycle at ARI is **April to March**, and the related compensation changes shall be affected from the **1<sup>st</sup> of July** on a pro-rata basis. There shall not be a retrospective pay for the period between April and June. As per the current norms you will be eligible for a performance review in **November 2022**.

### **Appointment Letter**

The Appointment Letter will be issued subject to completion of Background Verification, within 30 days from joining.

### **Non-Disclosure Agreement**

You shall sign the **Confidentiality and Non-Disclosure agreement** with organization as per the rules of the company. You will be governed by the policies of the company that may be laid down/modified from time to time.

---

**Hours of Work**

The Company follows 5 working days a week schedule but for trainees, a 6-day working schedule may be followed. Each shift spreads across **8.45 hours** a day (including 45 minutes of break time). However, as the Company's business requires round the clock support, your weekly days off may not necessarily be on Saturdays/Sundays and you may be required to work in day-night/night shifts. Shift information will be given well in advance. Occasions may arise when you may be required to serve the Company beyond your assigned normal working hours.

**Leave Rules**

You will be eligible for 12 Days Privilege Leaves and 9 Sick Leaves per annum. All leave requests must be submitted to your Reporting Manager prior to availing, as per the policy guidelines. However, you will not be entitled to leave during notice period. Absence for a continuous period of 3 days, without prior approval including an overstay of leave, will be treated as abandonment of services. In such an event, your employment shall automatically come to an end with/without any notice of termination.

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You are required to report on or before **25, Oct 2021** by **09:45 AM** at the following address failing which, this offer might stand withdrawn, unless such date is extended and communicated to you in writing.

**Automotive Robotics India Private Limited**

**My Home Hub, Block No.1, 6th Floor, Madhapur, Hyderabad, Telangana - 500 081**

**Note:**

- The above terms and conditions are based on company policies, procedures and other rules currently applicable and are subject to amendments from time to time. By accepting this offer you agree to comply with and shall abide by all rules and regulations of the company as shall be in force, from time to time.
- In all matters, including those not specifically covered herein, such as Travel and other Organizational policies, you will be governed by the rules of the Company as may be framed from time to time.

**For Automotive Robotics India Private Limited**



**GVS Gurunadh**

**Senior Manager - Human Resources**

I, \_\_\_\_\_ (Indicate name in full) have read & understood the terms and conditions of the offer and do hereby accept the above offer. I will join on \_\_\_\_\_ at the aforementioned address.



Dr. C K Manjunath &lt;placement@sode-edu.in&gt;

## Campus hiring 2021 & 2020 | Talentio | SMVITM

4 messages

**HR Services** <hr@talentio.in>  
 To: SMVITM Placement Officer <placement@sode-edu.in>  
 Cc: T Arvind Kumar <arvind@talentio.in>

Dear Sir/ Ma'am,

We have successfully finished the first round of evaluations. For your reference, I am attaching a list of students who are shortlisted for the 2nd round of the selection process.

Name of the candidate	Email	PhoneNumber	Domain
Alok M Shanbhag	<a href="mailto:alokshanbhag713@gmail.com">alokshanbhag713@gmail.com</a>	7760855539	Technical Trainer
Mohika	<a href="mailto:mohika.17cs044@sode-edu.in">mohika.17cs044@sode-edu.in</a>	7022432337	Technical Trainer
Vidya D Amin	<a href="mailto:vidyaamin1699@gmail.com">vidyaamin1699@gmail.com</a>	9740229453	Technical Trainer
Tripti Shetty	<a href="mailto:shettytripthi6@gmail.com">shettytripthi6@gmail.com</a>	7349208398	Technical Trainer
Dhanyashree N	<a href="mailto:dhanyashree.17ec017@sode-edu.in">dhanyashree.17ec017@sode-edu.in</a>	9845692753	Technical Trainer
Shubhrath Madhyastha	<a href="mailto:shubhrat.17ec064@sode-edu.in">shubhrat.17ec064@sode-edu.in</a>	7349218018	Technical Trainer
Suhas Kashyap N	<a href="mailto:suhas.17cs087@sode-edu.in">suhas.17cs087@sode-edu.in</a>	8618196197	Technical Trainer
Namratha Pai	<a href="mailto:painamratha22@gmail.com">painamratha22@gmail.com</a>	9449733795	Technical Trainer
Chaithra G Shetty	<a href="mailto:chaithrachetu111998@gmail.com">chaithrachetu111998@gmail.com</a>	8095921115	Technical Trainer
Aishwarya	<a href="mailto:aishwarya.17cs003@sode-edu.in">aishwarya.17cs003@sode-edu.in</a>	8105136976	Technical Trainer

The next round of interviews will be conducted within the next 2-3 days. Will keep you posted about the result.

Thanks &amp; Regards

Regards,



Talentio Solutions India Pvt. Ltd.

Email : [hr@talentio.in](mailto:hr@talentio.in)

**HR Services** <hr@talentio.in>  
 To: SMVITM Placement Officer <placement@sode-edu.in>

Wed, May 5, 2021 at 12:09 PM

Dear Sir/Ma'am,

We are pleased to inform you that the following students have been cleared the technical interview round and have been selected for the role of Technical Trainer at Talentio. We have also rolled out the offer letters to the candidates regarding the same. Thanks for your cooperation

College Name	Name of the candidate	Email	PhoneNumber	Domain
Shri Madhwa Vadiraja Institute of Technology and Management	Dhanyashree N	<a href="mailto:dhanyashree.17ec017@sode-edu.in">dhanyashree.17ec017@sode-edu.in</a>	9845692753	Technical Trainer
Shri Madhwa Vadiraja Institute of Technology and Management	Shubhrath Madhyastha	<a href="mailto:shubhrat.17ec064@sode-edu.in">shubhrat.17ec064@sode-edu.in</a>	7349218018	Technical Trainer
Shri Madhwa Vadiraja Institute of Technology and Management	Namratha Pai	<a href="mailto:painamratha22@gmail.com">painamratha22@gmail.com</a>	9449733795	Technical Trainer

[Quoted text hidden]

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

Wed, May 5, 2021 at 2:55 PM

Pls share congratulatory message

[Quoted text hidden]

**HR Services** <hr@talentio.in>  
 To: SMVITM Placement Officer <placement@sode-edu.in>

Thu, May 6, 2021 at 1:56 PM

Dear Ma'am,

Please fill the feedback form that is attached below:

<https://forms.gle/sci1xpLaWB8NvWGc9>

Thanks &amp; Regards

-HR, Talentio

[Quoted text hidden]



# CSR Campus Drive -2021

Dear Sudarshana K ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



**Offer: Computer Consultancy**

**Ref: TCSL/DT20206908377/Chennai**

**Date: 26/08/2021**

Mr. Sumanth S S  
Premier Embassy Flat No 403 Brahmagiri Circle,  
Brahmagiri,  
Udupi-576101,  
Karnataka.  
Tel# 91-9481381288

Dear Sumanth S S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/DT20206908377**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

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

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**TCSL/DT20206908377**

**3**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

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

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

## Loans

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

## Professional Memberships

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



## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve

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**TCSL/DT20206908377**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

#### **4. Working Hours**

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

#### **5. Mobility**

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

#### **6. Compensation Structure / Salary components**

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

#### **7. Increments and Promotions**

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

#### **8. Alternative Occupation / Employment**

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



written permission of TCSL.

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

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

## 11. Overseas International Assignment Agreement

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

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

## 12. Terms and Conditions

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

## 13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

#### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)



- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

## 21. Letter of Appointment

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

## 22. Rules and Regulations of the Company

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

## 23. Compliance to all clauses

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



## 24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.





### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Sumanth S S</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## **2. Associate's Obligations**

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

## **3. Intellectual Property Rights**

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



#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines.**

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

#### **7. Restriction on Associate's Rights**

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

#### **8. No License**

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



## 9. Equitable Rights

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

## 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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.





**Offer: Computer Consultancy**

**Ref: TCSL/DT20207241458/Chennai**

**Date: 26/08/2021**

Mr. Suraj Jayaram  
88-1-6 Sri Mandarathi Kanwar Singh Road,  
Near Nagabana,  
Kundapura-576201,  
Karnataka.  
Tel# 91-9110293712

Dear Suraj Jayaram,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/DT20207241458**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

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

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## **2. Higher Hospitalisation**

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

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

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

## **Maternity Leave**

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

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

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

## **Loans**

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

## **Professional Memberships**

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



## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve

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**TCSL/DT20207241458**

**5**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

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TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

#### **4. Working Hours**

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

#### **5. Mobility**

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

#### **6. Compensation Structure / Salary components**

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

#### **7. Increments and Promotions**

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

#### **8. Alternative Occupation / Employment**

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



written permission of TCSL.

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

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

## 11. Overseas International Assignment Agreement

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

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

## 12. Terms and Conditions

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

## 13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

#### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)



- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

## 21. Letter of Appointment

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

## 22. Rules and Regulations of the Company

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

## 23. Compliance to all clauses

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



## 24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Suraj Jayaram</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



## **Confidentiality and IP Terms and Conditions**

### **1. Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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



## **2. Associate's Obligations**

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

## **3. Intellectual Property Rights**

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





#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines.**

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

#### **7. Restriction on Associate's Rights**

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

#### **8. No License**

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



## 9. Equitable Rights

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

## 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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai - 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

**Superset ID: 819164**

### **Letter of Intent ("LOI")**

Dear Sushma S,

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

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

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

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

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

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

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

the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## ANNEXURE 1

**Sushma S**

**Analyst and A4**

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

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**



DT2020724074...



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207240749/Bangalore**  
**Date: 09/03/2021**

Ms. Tejasvini Bangera  
 3-125 "Angara" Hanuman Road,  
 Hanuman Garage,  
 Udipi-576101,  
 Karnataka.  
 Tel# 91-9343619028

Dear Tejasvini Bangera,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**  
**TCSL/DT20207240749**

1

**TATA CONSULTANCY SERVICES**  
 VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India  
 Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com  
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to background check.

**COMPENSATION AND BENEFITS**





20<sup>th</sup> August 2021

Sub: Offer of employment by Pin Click

Dear **AARON ROYCE D'MELLO**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from 23<sup>th</sup> August 2021.*

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as in effective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.





The details of your annual earnings are as **Annexure A**.

**ANNEXURE – A**

**COMPENSATION & BENEFITS STATEMENT – PIN CLICK**

<b>COMPENSATION &amp; BENEFITS STATEMENT – PIN CLICK</b>			
	<b>Name</b>	<b>AARON ROYCE D'MELLO</b>	
	<b>Designation</b>	<b>Associate Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>23<sup>TH</sup> August 2021</b>	
	<b>CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	<b>Sub-Total I / Gross Pay</b>	<b>20,891</b>	<b>2,50,692</b>
<b>B</b>	Professional tax	200	2,400
	PF Employer	792	9,504
<b>A-B</b>	<b>Net Salary</b>	<b>19,899</b>	<b>2,38,788</b>
<b>Benefits</b>			
<b>C</b>	PF Employee	792	9,504
	Gratuity	317	3,804
	<b>Sub Total II</b>	<b>1,109</b>	<b>13,308</b>
<b>Total A + C</b>	<b>Cost to the Company</b>	<b>22,000</b>	<b>2,64,000</b>
	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<p><b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license</p> <p>* 15 days of training period</p> <ul style="list-style-type: none"> <li>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</li> </ul>			



The details of your annual earnings are as **Annexure B.**

**ANNEXURE – B**

<b>COMPENSATION &amp; BENEFITS STATEMENT – PIN CLICK</b>			
	<b>Name</b>	<b>AARON ROYCE D'MELLO</b>	
	<b>Designation</b>	<b>Associate Property Advisor</b>	
	<b>Department</b>	<b>Sales</b>	
	<b>Date of Joining</b>	<b>23<sup>th</sup> August 2021</b>	
	<b>CATEGORY</b>	<b>INR – Monthly</b>	<b>INR – Annual</b>
<b>A</b>	<b>Fixed Compensation</b>		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	<b>Sub-Total I / Gross Pay</b>	<b>23,740</b>	<b>2,84,880</b>
<b>B</b>	Professional tax	200	2,400
	PF Employer	900	10,800
<b>A-B</b>	<b>Net Salary</b>	<b>22,640</b>	<b>2,71,680</b>
<b>Benefits</b>			
<b>C</b>	PF Employee	900	10,800
	Gratuity	360	4,320
	<b>Sub Total II</b>	<b>1,260</b>	<b>15,120</b>
<b>Total A + C</b>	<b>Cost to the Company</b>	<b>25,000</b>	<b>3,00,000</b>
	<b>Performance Enhanced Incentives</b>	<b>15,000*</b>	<b>1,80,000*</b>
<p><b>Note:</b> *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license</p> <ul style="list-style-type: none"> <li>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</li> </ul>			

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

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

Mr.Manik Kinra  
Co Founder



### Letter of Intent

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

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

Name: \_\_\_\_\_ Signature: \_\_\_\_\_

Date: \_\_\_\_\_ Anticipated Start Date: \_\_\_\_\_



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

## Boston Technologies - Selected Candidate - Chirag U

1 message

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

Wed, Apr 20, 2022 at 9:58 AM

**Not sure which branch and pass out year.. pls check and share congratulatory message if 2022 or 2021 batch**

Good Wishes,

**Vidya Bhat**

Head - Training, Placement &amp; Industry Liaison

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115  
College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)**On How to become the Best of yourself!*****Priorities should be horizontalized!******Instead of: Out of everything, which is the best?******Ask: How to get the best of everything?******Prioritize 5 top people of your life******Be it family, clients, vendors or friends.******The basis of loyalty is relationships.******Relationships cannot be built******Without the investment of time!***

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

From: **Preethisri SR** <[preethisris@boston-technology.com](mailto:preethisris@boston-technology.com)>

Date: Tue, Apr 19, 2022 at 5:33 PM

Subject: Re: Selected Candidate

To: Vidya Bhat SMVITM Training & Placement Head <[placement@sode-edu.in](mailto:placement@sode-edu.in)>Cc: Malathi Rajshekarani <[malathir@boston-technology.com](mailto:malathir@boston-technology.com)>

Dear Vidya,

Greetings!!

We are happy to inform you of the selection of the candidate below from SMVITM.

Candidate will be required to send a cheque for 1,25,000/- INR which is a cautionary deposit for the Service agreement implementation.

Thanks for your support.

Chirag U	Shri Madhwa Vadiraja Institute Of Technology & Management	chirag.u1999@gmail.com
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Regards  
Preethisri S R

On Wed, Mar 30, 2022 at 7:13 PM Preethisri SR <[preethisri@boston-technology.com](mailto:preethisri@boston-technology.com)> wrote:

**Dear Vidya,**

Greetings!!

Hope you are doing well. We are happy to announce that we have Selected the candidate below.

Candidate will be intimated further regarding the onboarding process and training. Please inform the candidate from your end as well.

We once again thank you and the team for all your support.

B Pradyumna Tantry	<a href="mailto:pradyutantry10@gmail.com">pradyutantry10@gmail.com</a>
--------------------	--

Regards  
Preethisri S R



Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

**Fwd: Infosys Campus Recruitment Program: List of students selected for a job offer**

1 message

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

Tue, Jan 12, 2021 at 7:27 AM

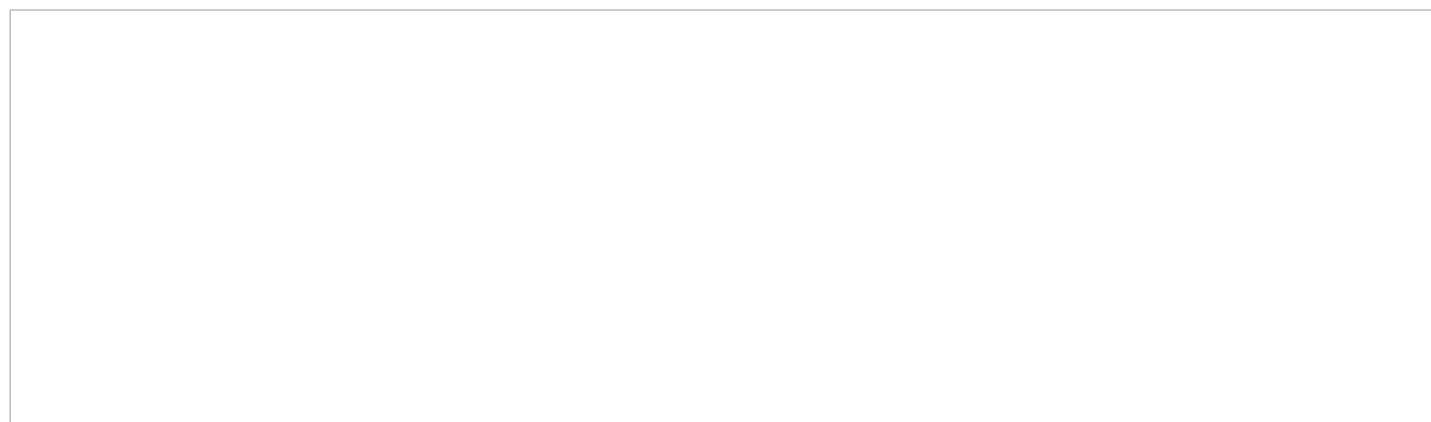
Pls share Gowthamis congratulatory message

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

From: **AmoghVadiraj Bengeri** <amoghvadiraj.b@infosys.com>

Date: Mon, Jan 11, 2021, 3:19 PM

Subject: Infosys Campus Recruitment Program: List of students selected for a job offer

To: [placement@sode-edu.in](mailto:placement@sode-edu.in) <[placement@sode-edu.in](mailto:placement@sode-edu.in)>Cc: Sudhir Kumar Mishra <[Sudhir\\_Mishra01@infosys.com](mailto:Sudhir_Mishra01@infosys.com)>, Pramod\_MV <[Pramod\\_MV@infosys.com](mailto:Pramod_MV@infosys.com)>

Dear Madam,

**We are delighted to share the list of students from your institute who have successfully cleared the interview round of Infosys Campus Recruitment Program 2020-21.** Please refer to the attached excel sheet to see the list.

The results for students who participated in our campus recruitment program but their names are missing from the list will also be shared with you shortly.

Thank you partnering with us for Infosys Campus Recruitment Program this year.

We look forward to a long and successful partnership with you.

Warm regards,

Amogh Bengeri

Talent Acquisition

Infosys Limited

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**3 attachments**



**image003.jpg**  
17K



**image003.jpg**  
17K

 **SMVITM.xlsx**  
14K

Candidate Name	Candidate Email	Final Status
Gauthami Nayak	gauthami.17me020@sode-edu.in	Offer



**College Name**

Shri Madhwa Vadiraja Institute Of Technology & Management



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207340729/Bangalore**  
**Date: 09/03/2021**

Mr. Nishanth Prabhu K  
#4-2-73f, 'Ashwini'Ngo Colony 2nd Cross,  
Near Kfss, Ajjarkad, Udupi,  
Udupi-576101,  
Karnataka.  
Tel# 91-9243310855

Dear Nishanth Prabhu 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 a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

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**TCSL/DT20207340729**

1

**TATA CONSULTANCY SERVICES**

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

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

## **CITY ALLOWANCE**

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

## **XPLORE/ LEARNING INCENTIVES**

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

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:



## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

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

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

## Loans

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

## Professional Memberships

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



## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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**TCSL/DT20207340729**

**5**

**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](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



### **3. Training Period**

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

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

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

### **5. Mobility**

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

### **6. Compensation Structure / Salary components**

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

### **7. Increments and Promotions**

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

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



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

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

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

## 11. 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**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 21. Letter of Appointment

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

## 22. Rules and Regulations of the Company

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

## 23. Compliance to all clauses

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



## 24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Nishanth Prabhu K</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

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

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

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

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

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



**Confidentiality and IP Terms and Conditions**

**Confidentiality and IP Terms and Conditions - Annexure 3:**

**1. Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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





## **2. Associate's Obligations**

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

## **3. Intellectual Property Rights**

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



#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines.**

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

#### **7. Restriction on Associate's Rights**

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

#### **8. No License**

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



## 9. Equitable Rights

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

## 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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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

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## Sahyadri Pool drive - 2021 Batch - Lixil window systems Pvt Ltd Results - Placed student Puneeth

1 message

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

Tue, Sep 28, 2021 at 10:34 AM

He should be civil. Pls check.

**Good Wishes,**



**Vidya Bhat**

Head - Training & Placement

+91 9481032207 / +91 7483031203.

Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal - 574 115  
College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

**On Co-Existence, Co-Creation and Collaboration!**

*We are all tourists &*

*God is our travel agent,*

*who has already fixed*

*all our routes, reservations & destinations!*

*Just Trust him and*

*Enjoy the trip called "Life"*

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

From: **Rashmi Bhandary** <[placements@sahyadri.edu.in](mailto:placements@sahyadri.edu.in)>

Date: Mon, Sep 27, 2021 at 4:45 PM

Subject: Lixil window systems Pvt Ltd Results

To:

Dear All,  
Please find below results of the pool drive conducted today at Sahyadri

Karnataka

- 1)Karthik Kotian - Shreedevi
- 2)Milton - Canara
- 3)Vaishnavi - Sahyadri
- 4)Anvitha - KVGCE
- 5)Puneeth - SMVIT
- 6) Satheesh K - KVGCE

Kerala

- 1)Josewin - Sahyadri
- 2)Ashwini - PA

Regards,  
Rashmi Bhandary

# CSR Campus Drive -2021

Dear VISHAL V SHETTY ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Software testing course. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: \_\_\_\_\_

College Name: \_\_\_\_\_

Branch: \_\_\_\_\_

USN/ Reg Number: \_\_\_\_\_

Date: \_\_\_\_\_

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant



BHAKTHA TOWERS 3<sup>rd</sup> Floor  
Kalsanka, Udupi – 576101  
Phone: +91 9916867888  
Land: +91820 2529333

---

Date: **01-January-2021**

To

**D/O Bhaskar Rao A,**  
#8-44/1, 'SUMUKHA' House,  
Jathabettu, Uppoor, Udupi, 576105

Dear **Ms. Shree vidya Rao A**

**Appointment Letter**

This is in reference to your appointment letter dated **01-January-2021** issued to you by **Chipsy Information Technologies Services** (the “company”), employing you as a Trainee Software Engineer in the company. The company is now pleased to confirm your employment with effect from **01-August-2021**.

Upon confirmation, you will continue to be governed by the terms and conditions as contained in the appointment letter dated **01-January-2021**.

Please also note that, you are required to perform duties as assigned to you, in your capacity as Technical Lead.

You are requested to sign the duplicate copy of this letter as token of acceptance of the aforesaid terms and conditions.

**CHIPSY INFORMATION TECHNOLOGY SERVICES**

Sandeep Bhaktha B (CEO)

[sandeep@chipsy.in](mailto:sandeep@chipsy.in)

+91 9916867888 (0820 -2529333)



# KINETIC ELECTRIC MOTOR CO. PVT. LTD.

Gat No. 374/2, Kanhe Takwe Road, At Post Takwe (BK),  
Taluka Maval, Dist. Pune - 412 106.



KEM/HR/2022  
Date: 06.04.2022

Mr. Aaron Royce Dmello  
1/143 Bibinal House  
Karkala, Mundkur  
Udupi Kranataka-576121.

## Appointment as Trainee

Dear Mr. Dmello,

With reference to your application dated 06.04.2022 and subsequent interview you had with us, we are pleased to offer you services as "Trainee" in IQC- dept. in Grade T4, for a period of One Year from your date of joining i.e. 07.04.2022 and your service will automatically come to an end on 06.04.2023 without any notice.

Your remuneration will be as under -

a) Basic salary	:	Rs.	2700.00	pm
b) House rent allowance	:	Rs.	1080.00	pm
c) Education allowance	:	Rs.	300.00	pm
d) Performance allowance	:	Rs.	4296.00	pm
e) Other allowance	:	Rs.	550.00	pm
f) Conveyance allowance	:	Rs.	150.00	pm
g) Incentive Allowance (in Lieu of Bonus)	:	Rs.	1460.00	pm
h) Transport Allowance	:	Rs.	1000.00	pm
<b>TOTAL</b>	:	Rs.	<b>11536.00</b>	<b>pm</b>
Co.'s Contribution to PF	:	Rs.	324.00	pm
Bonus	:	Rs.	540.00	pm
<b>TOTAL</b>	:	Rs.	<b>12400.00</b>	<b>pm</b>
Incentive (Variable as per Plan)	:	Rs.	600.00	pm
<b>TOTAL C.T.C</b>	:	Rs.	<b>13000.00</b>	<b>pm</b>

You will also be eligible for Provident fund as per statutory regulations & company policies. On completion of your service period, your appointment will get automatically terminated without any notice. This order does not bestow any right of employment upon you.

The Company's terms and conditions are explained in Annexure 1, which will form an integral part of this appointment letter.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same to us within 7 days of receipt; else this appointment letter stands cancelled automatically.

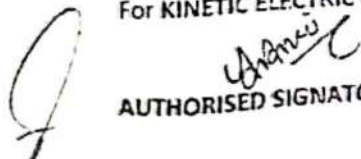
You will be required to handover to HR at the time of joining itself the following documents

- 1) Medical fitness Certificate from any MBBS doctor
- (2) Copies of certificate & testimonials pertaining to age and qualification
- (3) Recent identity size 3 color photo.

We welcome you and look forward to your active participation in the business growth of the Company.

Thanking you,

Yours faithfully,  
For KINETIC ELECTRIC MOTOR CO. PVT. LTD.

  
AUTHORISED SIGNATORY

CIN : U29268PN2013PTC146818





**DRYDOCKS WORLD**

**SUBCONTRACTOR ID CARD**

**154455**

**Name** BRAYAN REIVE FERNANDES  
**Nationality** INDIAN  
**Company** Middle East Engineering LLC  
**Skill/Desig** SUPERVISOR  
**Emirates ID No.** 784-1999-1908570-6  
**ID Card Expiry** 08-DEC-24



website: [www.drydocks.gov.ae](http://www.drydocks.gov.ae)

MANIPAL

THE  
MANIPAL  
GROUP

Manipal Technologies Limited



**CHETHAN S RAO**

**Jr. EXECUTIVE- PROCESS & QC**

**EMP ID : 45856**

**DEPT : QUALITY & PROCESS**

**Issuing Authority**

Company Name & Address : **RADIANT HITECH ENGG PVT** 369  
**LTD. ALKAPURI VADODARA**

**SITE - GMPL, MSEZ, BAJPE, MANGALURU**

**GATE ENTRY PASS**

Name : **HARSHITH G**  
Agency Name : **RADIANT HITECH**  
Designation : **SUPERVISOR**  
Date of Issue : **21-11-23**  
Validity Upto : **20-12-23**  
Emergency No. : **8618021595**  
Age : **24 yrs**  
Blood Group : **O+**



  
ISSUING AUTHORITY



# Mangalore Special Economic Zone

[MSEZ Entry Exit Pass]

TEMPORARY ID CARD



Issue Date:22/11/2023

Valid Upto:22/05/2024

Serial Number:2023-002-07924

Visiting:Gail Mangalore Petrochemicals  
Ltd



Name:HARSHITH G

Phone:8618021595

Aadhar:322265180736

Visitors Company:Radiant Hitech Eng. PVT.  
LTD

For Development  
Commissioner

**NetApp**



**KARTHIK**

**KEDLAYA**



الشركة السعودية للكهرباء  
Saudi Electricity Company  
نعمل باتقان من أجلكم



محمد أديب شيخ

MOHAMMED A. SHEIKH

مؤسسة محمد العجيمي للمقاولات

CONTRACTOR

EXP: 02/11/2024

RESTRICTED AREA

منطقة محظورة

# Offer of Employment

HQ / OL/April//2022

**Date: 01/12/2022**

**Strictly Private & Confidential**

With reference to our final discussion of your candidature with our client, we are pleased to offer of employment and date of Joining upon receiving of employment visa as per the following terms and conditions as discussed and agreed upon as under: -

JAMS HR Solutions P.O. Box: 17924 Dubai – U.A.E hereafter called "**First Party**" and **Mr. Muhammed Atheef Sheikh** Nationality India; Passport No. **R3970615** hereafter called "**Second Party**"

## **Preamble:**

**Whereas** the First Party wishes to employ the Second Party for its operations in U.A.E.

## **Article 1 Preamble**

The employment shall be for an limited Contract (FULL TIME), this offer and the preamble including the following supplementary provision shall be treated, read, and construed as an integral part of the official employment agreement to be signed by the Parties.

## **Article 2 Remuneration**

**Position: Business Development Executive**

## **Salary Details: -**

Basic	AED 2,500.00
Accommodation	Provided By Company
Transport Allowance	Provided By Company
Food Allowance	AED 500.00
Medical Insurance	As per UAE Labour Law
Working Hours & Days	8 hours +1(break time) per day & 6 days a week
<b>Other Benefits</b>	
Performance Incentives	AED 1,500.00
Air Ticket	As Per UAE Labour Law

**Total Monthly salary + benefits = AED 4,500/-**



# Offer of Employment

HQ / OL/April//2022

## Article 3 Employment & Joining Date

The First Party hereby offer to employs the Second Party, and the Second Party hereby accepts such Offer/ employment in accordance with the terms and conditions set forth hereinafter and the official offer of employment and the date of joining will be upon receiving of employment visa. Each month payroll will be processed as per WPS (Wages Protect System) into the Second Party's payroll bank account not later than as per UAE labor law. The First Party will not issue cash cheque to Second Party in any case and will not transfer salary to any other bank or account unless First Party get a bank clearance letter from Second Party. In case of Second Party resign or terminated the First Party will inform accordingly to transfer his/her final settlement of dues "if any" to payroll account as per Government rules and regulations.

Within 60 days from the date of signing this offer letter from the second party the first party shall have the right to cancel it without any legal or financial liability and This offer does not constitute any employment relationship between the first party and the second party and is not giving the second party any right whatsoever it is nature, and the first party shall not be obligated to proceed/ conclude an employment agreement /relation before 60 days from the date of signing this offer .

The Second Party shall work for the First Party within the following **Annexure – A** scope of activities / Obligations as per First Party.

### General Obligations: The **Second Party Shall:**

- At all times devote his efforts and time and attention exclusively to perform her/his duties as outlined herein and the as per Annexes, and the performance of all other work as may be assigned to him/her by the superiors / Manager appointed by the First Party, all under and subject to the instructions, Guidance, and control of the First Party.
- Not be engaged in any other business activity whether such business activity is pursued for gain, profit, or other pecuniary advantage.
- Not discriminate against any other Party of the First Party or any other person because of race, color, religious creed, ancestry, or national origin.
- Complete all reports, correspondence, and other work assignments on a timely basis.
- Not hold meetings, post, or distribute written materials or carry out any other similar activities for purpose other than the First Party's business without the First Party's permission.
- Not solicit, interfere with or endeavor to entice away from the First Party any Second Party, agent, distributor, customers, or client of the First Party.
- Not enter the workplace or any other First Party facilities while under the influence of alcohol and/or illegal drugs or drink alcohol and/or take illegal drug at the work or at any other First Party facilities.
- Not smoke within the premises other than in the designated area.
- Not conduct political activities, such as engaging in propaganda or the election campaign of any political party or organization, at the workplace or at any First Party facilities; and
- Wear customary and appropriate business clothes, and act in a professional and businesslike manner in all dealings with the First Party, its affiliates, and customers. **Obligations related to the First Party's Reputation**

### The **Second Party shall not:**

# Offer of Employment

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- Act or speak in a manner that damages the First Party's image or reputation.
- Unless otherwise authorized to act on behalf of the First Party. Act in the name or on behalf of the First Party.
- Establish any domain on the internet, such as an internet home page, using the First Party's name or other languages or sentence related to the First Party's image for the purpose of making personal profile for herself or others.
- Send information and/or materials including, but not limited to, internal information or data classified as confidential for business purpose to an unauthorized person or organization, materials regarding personal information of other Second Party's or information containing sexual abuse or racial discrimination, illegal and immoral materials or religious materials which may cause social criticism; and
- Not make any verbal or written statement (except with the prior written approval of the First Party) which might adversely affect the nature and operations of the First Party or its relations with its customers, agents, or distributors.

## **Obligations related to the Use of the First Party's Property**

### **The Second Party Shall:**

- Use the internet and email systems for work purpose only and shall refrain from using them for personal purpose during working hours; in particular, access to obscene site, game sites, securities-related sites or other sites interfering with work shall be strictly prohibited.
- Not use name or property if the First Party for any personal use/purpose.
- Handle the facilities/property of the First Party with the care and be thrift in using the First Party's resources.
- Not use software not approved by the First Party, use the duly authorized software only; and
- Not remove, destroy, copy, or otherwise reproduce property of the First Party and work products including without limitation keys, diaries, notes, documents, contracts, memos, lists books, textbooks, manuals, correspondence, computer and electronic media, software, or other Second Party or First Party works products.

## **Article 4 Terms of Termination & Resignation**

- The employment shall be for limited term, unless terminated earlier in accordance with the provision below. The rights and obligation of the parties under this agreement shall commence on the date of joining. The Second Party agrees to work under probation for period of six (06) months from the following the Commencement Date. During this period if Second Party wish to terminate or resign the job should provide Two (02) months' notice period and Second Party agree to train, prepare, handle, all related and relevant files for your replacement/candidate that the company selects. Second party 's job performance will be assessed periodically and if for any reason Employee 's performance found is not well, the employment agreement may subject to terminate.
- The First Party may terminate this agreement at any time by giving Ninety (90) days written notice to the second party.
- The Second Party wish to resign from the company, at least Two (02) months' notice will have to be submitted, and the company shall have the right to extend the notice period up to Max another 30 days or more as per work requirements.
- In case the first party decides to terminate the employment agreement due to poor performance, the notice period will be paid according to the agreed salary except the performance incentive.

# Offer of Employment

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- In case the second party resigned before the expiry date of employment contract without legitimate reasons such as (infringement from the employer and or not paying the salary) , the second party shall pay a greed compensation an amount of 5000/-AED against such breach in addition to any other compensation mentioned in this agreement or the law.
- The First party shall be entitled to terminate this agreement forthwith without notice:
- In accordance with Article 44 of Federal Decree-Law Regarding the Regulation of Employment Relationship no (33) of 2021. and/or because of Second Party's fraud, misappropriation, embezzlement or the like or if he shall have violated any material provision of this agreement or the First Party's Rules & Regulations or other employment policies. Such termination of the Second Party's services shall not constitute a breach of this Agreement by the First Party; or
- during the notice period of termination/ resignation of this agreement, the Second Party shall continue his /her service and stay available and not commence service for another employer, unless the First Party releases in writing the Second Party. The Second Party shall be paid his /her regular salary and allowance "subject to its conditions" up to the effective date of termination/ resignation, except in the event of Second Party commence work for another employer and didn't complete the notice period, in which case the second party shall pay to the first party compensation equivalent to the notice period 's salary. Any amount already paid by the First Party for the period following the termination (e.g., housing allowance) shall be paid back to the first Party prior to the expiry of termination/ resignation notice.
- Upon termination of this agreement, the Second Party shall deliver to the First Party all Property and work product including without limitation all furniture, keys, diaries, notes, uniforms, manuals, correspondence, tools, equipment, computer and electronic media software, other work products and all other items of First Party's property. The Second party shall have no rights of retention. **Article 5 Annual Leave**
- As per UAE Labour law.
- The Second Party shall apply in writing for any vacation at least three (03) months in advance with the personnel department of the First Party.
- The timing of the vacation shall be assessed in accordance with requirements of the First Party to safeguard smooth continuation of work at any time. In case diverting interests the requirement of the First Party shall prevail.
- The First Party reserve the right (as provided in the UAE Labour Law) to fix the date of commencement of annual leave- The second party shall obtain his Leave in its entitlement year and cannot be carried forward to the next year, except with the specific written approval of the First Party.

## **Article 6 Leave on Official Holidays**

The Second Party is entitled to full leave on the official holiday's regulation by UAE Labour law. The First Party may require the Second Party to work in these Official holidays provided it is necessary for the business of the First Party.

## **Article 7 Sick Leave & Absent**

In the probation period, no sick leave will be allowed and whenever the Second Party is absent from work as a result of sickness or taking day off, he/she must notify to the first party prior 2 hours,

# Offer of Employment

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he/she shall provide evidence of his/her incapacity by a medical certificate immediately with Leave/Sick form approved by the concerned authority / the client" whenever requested " , maximum within 2 days starting on the first days of his/her absence. He/she also shall provide evidence for the entire time of his incapacity by a medical certificate. The First Party has rights to send the Second Party to physician of his choice to verify the illness or injuries.

## Article 8 Special Obligation of the Second Party

- The Second Party undertakes to make use of his/her whole working capacity and of all his experience, skills, and abilities. During the validity of the contract and following termination (expiry, termination and or resignation) of this employment agreement – the Second Party shall not work for any other person, firm, company or corporation which is in direct /indirect competition to the First Party' business in the UAE in either paid or unpaid capacity without the written approval of the First Party, for each infringement of this Article, the Second Party shall pay to First Party liquidated damages in the amount of 24 months of his total salary, subject to First Party's right to claim further damages" if any "
- The Second Party undertakes to comply with all laws and regulation of the UAE and moral principals in and outside of his/her duties, so that the reputation and interests of the First Party will not be affected in any way, i.e. he shall not accept gifts given by any person having business relation directly or indirectly with the First Party and/or consume any legally prohibited substances to/at the place of work.
- The First Party shall not be responsible for any damage, costs, expenses, legal fees. Recoveries, judgments, penalties which may be obtain against, imposed upon, or suffered by the Second Party by of any infringement or violation or alleged violation by the Second Party of any of the regulations and laws (criminal or otherwise) and the Second Party shall keep the First Party fully and effectually indemnified.
- In case the second party will use the company vehicle /transportation / accommodation the company has the right to suspend the related allowances or to be directly shifted to performance incentive as per the first party sole discretion

## Article 9 Damages caused by the Second Party

If the Second Party caused losses or damages, whether material or immaterial, or destruction of materials or machinery, which belong to or are in the custody of the First Party, and where such losses, damages or destruction were the result of the Second Party's fault or in contravention to the First Party's instruction and not the result of a third party's fault, the First Party may withhold from the Second Party's wages the amount required for repairs or for restoring things to their original, All deductions from the salary if any shall be in accordance with UAE Labour Law.

## Article 10 Documents & Corresponds

The First party shall provide original documents to the second party & Communication.

- Employment Contract

# Offer of Employment

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- The Second parties wish to apply for NOC or salary certificate from First party that will be free of cost.
- If NOC, Salary certificate or any government related document required from the immigration that will be charge according to the Jafza regulation.
- The entire request will be communicated through email and will carry out within 24 hours from the date of email.
- For Emergency, the second party can reach us 24 hrs.X7 at Tel: +971 4 8873737

## Article 11 Employment Restriction

The second party undertake not to seek any Employment with any clients of JAMS or jams 's competitors directly or indirectly for a period of two years from the date of termination, resignation, or completion of service without the prior written approval of First Party according to labour law and in case of any violation or breach to this condition the second party without need to any legal action or court procedures will indemnify the first party as per article 8 of this offer employment . **Article 12 Conflict of Interest**

the second party will be required to disclose existing and potential conflict and to sign the required form which is provided by the company every year. This form will be an official document of employee 's personnel file.

While employed by the Company, the employee shall not, directly, or indirectly:

- Participate in any way in any transaction with any of the Company's suppliers or, advisors, consultants, contractors, or other business associates, including, without limitation, having a financial interest in the Company's Business Associates, or making loans to, or receiving loans from, the Company's Business Associates;
- Realize a personal gain or advantage from a transaction in which the Company has an interest or use information obtained in connection with the employee's employment with the Company for the employee's personal advantage or gain, or accept a monetary reward or pecuniary or material gain or accept any gifts or compliments of value and; Seek employment by the Company's Business associates.

## Article 13 Confidentiality

The second party undertakes that he will not at any time whether during or after his work period, Disclose any information regarding the company or client, its owners, or its business activities to any other third party or competitors or using the same to achieve any personal benefit or purpose. If the second party didn't company with this condition, then he will be the held legal responsibility (civil & criminal) and he shall indemnify the first party against any loss or damage caused due to disclosing first party's conditional information.

Please sign and return one copy to us signify your acceptance of the terms and conditions of the renewed automatically on mutual agreement.

We look forward to welcoming you as a new employee.

# Offer of Employment

HQ / OL/April//2022

Yours Sincerely,

---

**Ali Mohammad Obaid Al Qutami**  
**Group C.E.O & Managing Director**

I have Read, Understood, and Accepted the offer and the terms and conditions stated above.

---

**STULZ - CHSPL (INDIA) PVT. LTD.**

006, Jignesh Industrial Estate, Mogal Lane,  
Opp. Hico House, Malad, Mumbai-400056  
(India) Tel : 022-66669056



**Nikhil Shankar Palan**

Employee No : 10889  
Blood Group : A Positive  
D.O.B. : 8-Jan-00  
Location : Mumbai

PRECISION AIRCONDITIONING

**STULZ**

A handwritten signature in blue ink, appearing to read 'Nikhil'.

Authorised Signatory

Ref No: A6/ASE/2021/T-051

04 January 2021



Dear DHEERAJ DINAKAR 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:



Ref No: A6/ASE/2021/T-054

04 January 2021



Dear PRAJWALA 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.

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- 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/2021/T-055

04 January 2021



Dear PRATHIK B 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.

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- 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/2021/T-055

04 January 2021



Dear SANATH KUMAR,

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.

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Please note:

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- 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/2021/T-055

04 January 2021



Dear ADITYA K,

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**.

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Please note:

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- 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/2021/T-057

04 January 2021



Dear AMRIT T NAIK,

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.

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Please note:

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- 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/2021/T-058

04 January 2021



Dear ANUSHREE 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.  
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Please note:

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- 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/2021/T-059

04 January 2021



Dear DEEKSHA JOGI,

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**.

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

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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/2021/T-061

04 January 2021



Dear DEVADIGA POOJA NARAYAN,

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.

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Please note:

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- 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/2021/T-062

04 January 2021



Dear DISHA D 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:

Ref No: A6/ASE/2021/T-063

04 January 2021



Dear GAUTHAM VIJAY N,

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.

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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: