

## Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

1 message

ADITHI S NAYAK CSE <adithi.18cs004@sode-edu.in>

Tue, Mar 29, 2022 at 4:28 PM

To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>, Vidya Bhat SMVITM Training & Placement Head <placement@sode-edu.in>

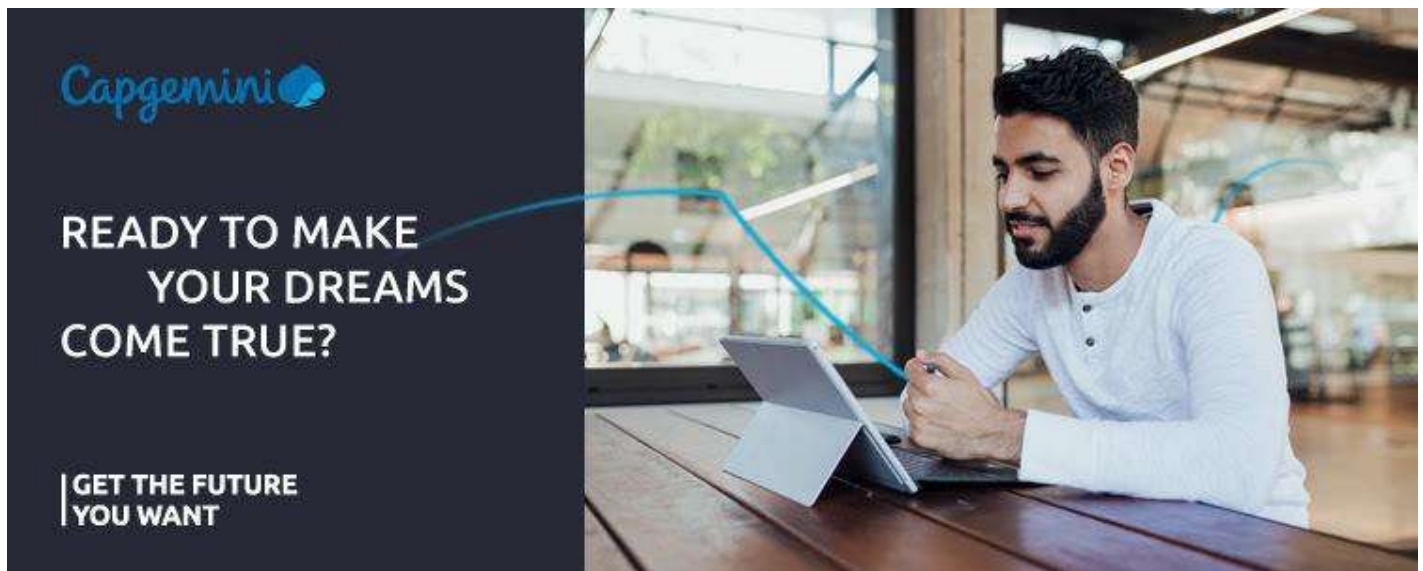
----- Forwarded message -----

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>

Date: Thu, Mar 24, 2022, 12:56 PM

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: <adithi.18cs004@sode-edu.in >



Most Ethical Company - Eight times in a row



We're highly- rated on Glassdoor



Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Adithi S Nayak,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.  
Copyright© 2020. All rights reserved by Capgemini.



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

## 2022 Cognitive Cloud Placed student list

1 message

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

Sat, Jan 8, 2022 at 11:45 AM

Pls share congratulatory mail

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

From: **Sowmya Srinivas** <sowmya.srinivas@cognitiveclouds.com>

Date: Sat, Jan 8, 2022, 8:36 AM

Subject: Campus Drive - List of selected students

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

Hi Vidya,

Kindly find the list of students who were selected through the Online Campus Drive Program.

I would like to have a meeting with them by next week. The date and time will be informed.

Kindly inform the selected students.

Aishwarya	7676843949
Kavya	9380025106
Anjali	7022541095
Anup Hegde	7259688481
Asha	9945731882
Gautham	9845497954
Smitha	9481041722
Dhanush	8904478943
Md. Shahan Kadambar	9741234998

Thanks and Regards,

Sowmya Srinivas

HR

+91 9902774084

[sowmya.srinivas@cognitiveclouds.com](mailto:sowmya.srinivas@cognitiveclouds.com)

HR



**Cognitive Clouds Software Private Limited**

3rd Floor, # 2 **KSRTC Layout**, 4th Cross,

**Chikkalsandra, Bangalore - 560061**

web <http://www.cognitiveclouds.com>



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

## 2022 Placed students at Infosys Campus for Systems Engineer role

1 message

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

Fri, Dec 24, 2021 at 1:04 PM

Pls share congratulatory email.

**Dear Students,**

Sharing the results of the Infosys drive for hte 2022 batch students .

**Dont share rejected status. Share pending status.**

**For the rejected status. pls write an email to all 3 of them that they have not been selected.**

Candidate Name	Candidate Email	College	Region	New Result
Shreya	<a href="mailto:shreya.18ec036@sode-edu.in">shreya.18ec036@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Nayak	<a href="mailto:dhanashree.18ec022@sode-edu.in">dhanashree.18ec022@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Naman	<a href="mailto:naman.18ec019@sode-edu.in">naman.18ec019@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Deepthi	<a href="mailto:deepthi.18ec013@sode-edu.in">deepthi.18ec013@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Ferdinand	<a href="mailto:ferdinand.18ec014@sode-edu.in">ferdinand.18ec014@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Varsha	<a href="mailto:varsha.18cs094@sode-edu.in">varsha.18cs094@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Akanksha	<a href="mailto:akanksha.18cs004@sode-edu.in">akanksha.18cs004@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Chaitra	<a href="mailto:chaitra.18ec008@sode-edu.in">chaitra.18ec008@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Anusha	<a href="mailto:anusha.18cs011@sode-edu.in">anusha.18cs011@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Prajwal	<a href="mailto:prajwal.18cs055@sode-edu.in">prajwal.18cs055@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Prajna	<a href="mailto:prajna.18cs053@sode-edu.in">prajna.18cs053@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	SELECT
Nikhil	<a href="mailto:nikhil.18cs047@sode-edu.in">nikhil.18cs047@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	REJECTED
Sachin	<a href="mailto:sachin.18cs064@sode-edu.in">sachin.18cs064@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	REJECTED
Vikas	<a href="mailto:vikas.18ec048@sode-edu.in">vikas.18ec048@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	REJECTED
Smitha	<a href="mailto:smitha.18cs081@sode-edu.in">smitha.18cs081@sode-edu.in</a>	Shri Madhwa Vadiraja Institute of Technology and Management	Karnataka	PENDING

Good Wishes,



**SMVITM**

Vidya Bhat

Head - Training, Placement & 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 achieve your Dreams!**

Do not wait. The time will never be "just right".

Start where you stand, and work with whatever tools you may have at your command.

Better tools will be found as you go along.

- George Herbert

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

From: **Sindhu Rao** <[sindhu.rao@infosys.com](mailto:sindhu.rao@infosys.com)>

Date: Thu, Dec 23, 2021 at 11:55 PM

Subject: Infosys Campus Recruitment Program: Students selected for Systems Engineer role

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

Cc: Sudhir Kumar Mishra <[Sudhir\\_Mishra01@infosys.com](mailto:Sudhir_Mishra01@infosys.com)>, Kireet Nuthalapati <[kireet.nuthalapati@infosys.com](mailto:kireet.nuthalapati@infosys.com)>, AmoghVadiraj Bengeri <[amoghvadiraj.b@infosys.com](mailto:amoghvadiraj.b@infosys.com)>



Dear Professor,

We are delighted to share the **list of students from your institute who have cleared the interview round to receive a final job offer for Systems Engineer role through Infosys Campus Recruitment Program 2021-22**. Please refer to the attached excel sheet to see the list.

Kindly communicate the results with the selected students and confirm the offer acceptance status for each student immediately. We will share the joining process with you in the due course of time. Over the next few days, we will be sending the selection confirmation to all students through email.

Please note, this is a conditional job offer subject to background verification of the candidate. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to the candidate.

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

In case of any queries, please reach out to me.

We are looking forward to a good participation and conversions from your institute.


Best regards,

Sindhu Rao

Talent Acquisition

Infosys

Copyright © 2021 Infosys Limited

 **Shri Madhwa Vadiraja Institute of Technology and Management.xlsx**  
11K



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

## 2022 batch Selected students at| Robosoft Technologies

1 message

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

Mon, Oct 11, 2021 at 8:22 PM

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

From: **Karthik K** <karthik@robosoftin.com>

Date: Mon, Oct 11, 2021, 8:20 PM

Subject: Re: From SMVITM: Registered students list | Robosoft Technologies

To: Placement Officer SMVITM &lt;placement@sode-edu.in&gt;

Cc: Prashanth Misquith &lt;prashanth.lm@robosoftin.com&gt;, Nadeem Pasha &lt;nadeem.pasha@robosoftin.com&gt;, nanda kishore &lt;nanda@robosoftin.com&gt;, Ashwath Prabhu &lt;ashwath.prabhu@robosoftin.com&gt;

Hello Vidya,

The following 6 candidates have been selected for Robosoft. They have cleared the HR round.

Candidate	USN
Bhargavram Udupa T	4MW18CS018
Sandesh Prabhu	4MW18CS066
Santhosh G Patkar	4MW18CS067
Benaka Bharadwaja	4MW18CS017
Ananya Bhat	4MW18CS006
Sarvesh Sp	4MW18CS068

Kindly send the following documents for the above mentioned 6 candidates so that we can issue the offer letter:

- Updated CV with contact numbers and email ID
- Aadhar copy (both sides)
- PAN card copy (if available)
- Educational Documents – 10<sup>th</sup>, 12<sup>th</sup> and Engineering Mark sheets – Semester wise
- Passport size photo – soft copy

Regards,  
Karthik.

---

**From:** Karthik K <[karthik@robosoftin.com](mailto:karthik@robosoftin.com)>  
**Date:** Thursday, 7 October 2021 at 4:27 PM  
**To:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
**Cc:** Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)>, Nadeem Pasha <[nadeem.pasha@robosoftin.com](mailto:nadeem.pasha@robosoftin.com)>  
**Subject:** Re: From SMVITM: Registered students list | Robosoft Technologies

Hello Vidya,

Please find attached the list of students who have cleared the programming test.

Regards,  
Karthik.

---

**From:** Karthik K <[karthik@robosoftin.com](mailto:karthik@robosoftin.com)>  
**Date:** Thursday, 7 October 2021 at 1:31 PM  
**To:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>



**Cc:** Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)>, Nadeem Pasha <[nadeem.pasha@robosoftin.com](mailto:nadeem.pasha@robosoftin.com)>

**Subject:** Re: From SMVITM: Registered students list | Robosoft Technologies

Hello Vidya,

Please find attached the list of students who have cleared the aptitude test.

Note: Deeksha J Salian is still taking the test. We shall check her results once she completes the test.

Regards,  
Karthik.

---

**From:** Karthik K <[karthik@robosoftin.com](mailto:karthik@robosoftin.com)>

**Date:** Wednesday, 6 October 2021 at 8:48 PM

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

**Cc:** Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)>

**Subject:** Re: From SMVITM: Registered students list | Robosoft Technologies

Hello Vidya,

We shall use the following WebEx link for the pre placement talk tomorrow:

<https://robosoftin.webex.com/robosoftin/j.php?MTID=m6321c54843b4c69f497a0e7b0806e981>

Regards,  
Karthik.

**From:** Karthik K <[karthik@robosoftin.com](mailto:karthik@robosoftin.com)>  
**Date:** Wednesday, 6 October 2021 at 4:00 PM  
**To:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
**Cc:** nanda kishore <[nanda@robosoftin.com](mailto:nanda@robosoftin.com)>, 'Nadeem Pasha' <[nadeem.pasha@robosoftin.com](mailto:nadeem.pasha@robosoftin.com)>, Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)>  
**Subject:** Re: From SMVITM: Registered students list | Robosoft Technologies

Hello Vidya,

Thanks for sharing the list of eligible students.

I tried calling you but I was informed that you were busy in a meeting. I would like to discuss a few things for tomorrow's placement drive. Please call me once you are free.

You can reach me on 7259727254.

Regards,  
Karthik.

---

**From:** Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)>  
**Date:** Wednesday, 6 October 2021 at 1:04 PM  
**To:** Karthik K <[karthik@robosoftin.com](mailto:karthik@robosoftin.com)>, 'Nadeem Pasha' <[nadeem.pasha@robosoftin.com](mailto:nadeem.pasha@robosoftin.com)>  
**Cc:** nanda kishore <[nanda@robosoftin.com](mailto:nanda@robosoftin.com)>  
**Subject:** FW: From SMVITM: Registered students list | Robosoft Technologies

Hi Karthik,

PFA list of students registered for Robosoft for tomorrows campus drive

Regards,  
Prashanth

---

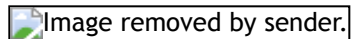
**From:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
**Date:** Wednesday, 6 October 2021 at 11:40 AM  
**To:** Prashanth Misquith <[prashanth.lm@robosoftin.com](mailto:prashanth.lm@robosoftin.com)>  
**Subject:** [EXTERNAL] From SMVITM: Registered students list | Robosoft Technologies

Hi Prashanth,

Greetings and trust all of you are doing well!

PFA the list of registered students for Robosoft.

Good Wishes,

Image removed by sender.

**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"

-----  
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.

**Ms. Aninditha**  
**D/o. Ramesh Thunga**  
**Mrithyunjaya, No. 7-56C**  
**Near Vishnumurthy Temple,**  
**Nittur, Udupi - 576103.**

**Sub: Employment offer with Accord Global Technology Solutions Private Limited.**

Dear **Ms. Aninditha**:

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. 35,000/-** (CTC Thirty-Five 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.

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.

This offer stands valid till December 31, 2022 unless extended by Accord in future communication.

As per your record produced to us, your date of birth is **September 11, 2000**.

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 23, 2022.



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

---

**Fwd: Wipro Offer Letter**

1 message

**ANJALI CSE** <anjali.18cs008@sode-edu.in>

Fri, Apr 22, 2022 at 5:44 PM

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

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

From: **Wipro offer letter** <wipro+email+3xdux-e8e3cbacda@talent.icims.com>

Date: Wed, Apr 20, 2022, 2:59 PM

Subject: Wipro Offer Letter

To: &lt;anjali.18cs008@sode-edu.in&gt;

**April 20, 2022**Dear **Anjali**,Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.**Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.**We request you to accept the iCIMS Offer Letter within **15** days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.**Steps to follow to accept and save the Offer Letter**To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.****Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.**

Please click on the link below to review and accept your offer letter at the earliest using a desktop/laptop.

**[Click to Complete](#)**

Your Login Information:

Login Name: **[anjali.18cs008@sode-edu.in](mailto:anjali.18cs008@sode-edu.in)***(If you do not know your password, you can reset it by clicking here.)*If you have any questions about the details of your offer or about employment at Wipro, please reach out to **[manager.campus@wipro.com](mailto:manager.campus@wipro.com)**Thanks and Regards,  
Campus Offer Generation Team  
[Global Campus Hiring Team] Wipro Limited]

---

This message was sent to **[anjali.18cs008@sode-edu.in](mailto:anjali.18cs008@sode-edu.in)**. If you don't want to receive these emails from this company in the future, please go to:

4/25/22, 9:20 AM

Shri Sode Vadiraja Mutt Education Trust Mail - Fwd: Wipro Offer Letter

<https://wipro.icims.com/icims2/?r=4D8D24406987&contactId=21743192>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND





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

---

## 2022 Batch - Placed students @ Sasken-SMVITM: Campus recruitment

1 message

---

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

Mon, Nov 8, 2021 at 11:54 AM

Pls share congratulatory message

**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 How to achieve your Dreams!**

Do not wait. The time will never be "just right".

Start where you stand, and work with whatever  
tools you may have at your command.

Better tools will be found as you go along.

- George Herbert

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

From: **V Madhusudana D Rao** <[madhusudana.rao@sasken.com](mailto:madhusudana.rao@sasken.com)>

Date: Mon, Nov 8, 2021 at 11:31 AM

Subject: Sasken-SMVITM: Campus recruitment event result

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

Cc: Lata Bhat <[lata.bhat@sasken.com](mailto:lata.bhat@sasken.com)>, Gururaj Rao <[gururaj.rao@sasken.com](mailto:gururaj.rao@sasken.com)>

**Dear Ms Vidya,**

Greetings from Sasken Technologies Ltd.

First and foremost, I thank you and your team immensely for all the cooperation you rendered in organizing a pooled campus drive at your college, Shri Madhwa Vadiraja Institute of Technology and Management, for us. You made it easy for us to access the eligible students of AJIET, MIT, VCET along with those from your college. We had total 140 students taking the test.

Thanks for the cordial hospitality and other arrangements you provided.

Attached file gives a summary of the students who appeared for this event from your college. We have total **17** students selected. We will soon be sending their offer letters. Meanwhile, please confirm their names and Aadhaar number from your college records and send back to me the attached file with the updates. We hope to get a similar support from you in the coming years.

With Best Regards,

**V Madhusudana D Rao**

Program Manager – Sasken Engineering Centre

**Sasken Technologies Limited**

139/25, Ring Road, Domlur, Bengaluru – 560071, India

+91 80 6694 3659 | Fax: +91 80 2535 1133

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

CIN: L72100KA1989PLC014226

---

SASKEN BUSINESS DISCLAIMER: This message may contain confidential, proprietary or legally privileged information. In case you are not the original intended Recipient of the message, you must not, directly or indirectly, use, disclose, distribute, print, or copy any part of this message and you are requested to delete it and inform the sender. Any views expressed in this message are those of the individual sender unless otherwise stated. Nothing contained in this message shall be construed as an offer or acceptance of any offer by Sasken Technologies Limited ( formerly known as "Sasken Communication Technologies Limited" ) unless sent with that express intent and with due authority of Sasken. Sasken has taken enough precautions to prevent the spread of viruses. However the company accepts no liability for any damage caused by any virus transmitted by this email.  
Read Disclaimer at <http://www.sasken.com/mail-disclaimer/>

---

---

 **Sasken-SMVITM-Pooled-23Oct2021-SMVITM.xlsx**  
24K

<b>Shri Madhwa Vadiraja Institute of Technology and Management</b>				
<b>Description</b>	<b>Test Takers</b>	<b>Shortlisted for TA</b>	<b>Shortlisted for HRA</b>	<b>Selected to Join</b>
<b>Computer Science and Engineering</b>	44	23	10	10
<b>Electronics and Communication Engineering</b>	39	21	7	7
<b>Total</b>	<b>83</b>	<b>44</b>	<b>17</b>	<b>17</b>
Percentage of the Input		53%	39%	100%
Percentage of the Total	59%	53%	20%	20%

**Sasken Technologies Ltd - Campus Recruitment Event at Shri Madhwa Vadiraja Institute of Technology and Management - Oct-2021**

First Name	Last Name	Email Address	College Name	Degree	Engineering Branch	HR Interview
Abhinandana	Naik	abhinandana.18ec001@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Electronics and Communication Engineering	Selected to Join
Aishwarya	Bhat	aishwarya.18ec002@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Electronics and Communication Engineering	Selected to Join
Akash	.	akash.18ec004@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Electronics and Communication Engineering	Selected to Join
Anush	Bijoor	anush.18cs010@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join
Chandana	HR	chandana.18cs020@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join
Krithi	Sherigar	krithissherigar200@gmail.com	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join
Naman	Prakash Kunder	naman.18ec019@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Electronics and Communication Engineering	Selected to Join
Pooja	C Shetty	pooja.18ec025@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Electronics and Communication Engineering	Selected to Join
Prajnashri	Achar	acharprajna2703@gmail.com	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join
Rakshak	Shet	shetrakshak@gmail.com	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join
Rayson	L Dsouza	rayson.18cs061@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join
Sharana	K U	sharana.18cs070@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join
Shravan	Shetty	shravanshetty1307@gmail.com	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join
Shreya T	Kotian	shreya.18ec036@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Electronics and Communication Engineering	Selected to Join
Shweta	Bhat	shweta.18cs099@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join
Sudarshan	UL	sudarshan.18ec043@sode-edu.in	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Electronics and Communication Engineering	Selected to Join
Vignesh	Kudva	vigneshkudva223@gmail.com	Shri Madhwa Vadiraja Institute of Technology and Management	Bachelor of Engineering	Computer Science and Engineering	Selected to Join



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

---

**Fwd: You have a job offer for Systems Engineer role at Infosys**

3 messages

---

**Nishmitha Shetty** <shettynishmitha2016@gmail.com>  
To: mithanthaya.office@sode-edu.in

Sat, Apr 23, 2022 at 11:03 AM

Hello sir,

This is Nishmitha Shetty (4MW18CS049).

Thanks and regards  
Nishmitha Shetty  
4MW18CS049

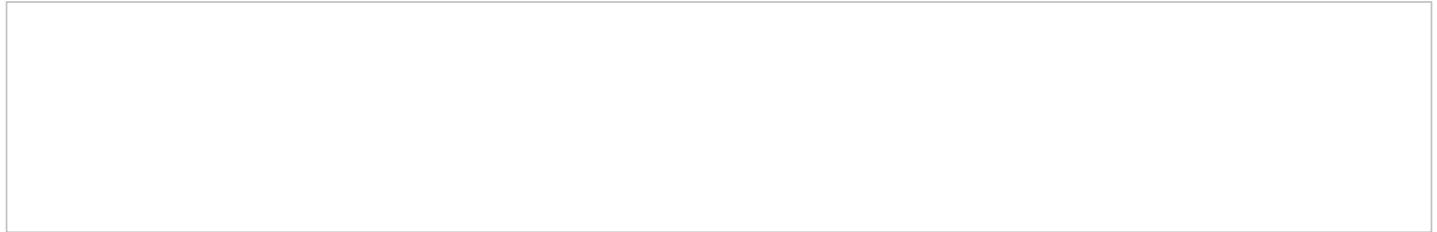
----- Forwarded message -----

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>

Date: Fri, 22 Apr, 2022, 11:48 am

Subject: You have a job offer for Systems Engineer role at Infosys

To: Infosys Freshers Recruitment &lt;Talent.Acquisition@infosys.com&gt;



Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

**We are delighted to offer you the position of Systems Engineer at Infosys.**

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com).

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited



**Anusha Poojary** <anushapoojary910@gmail.com>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

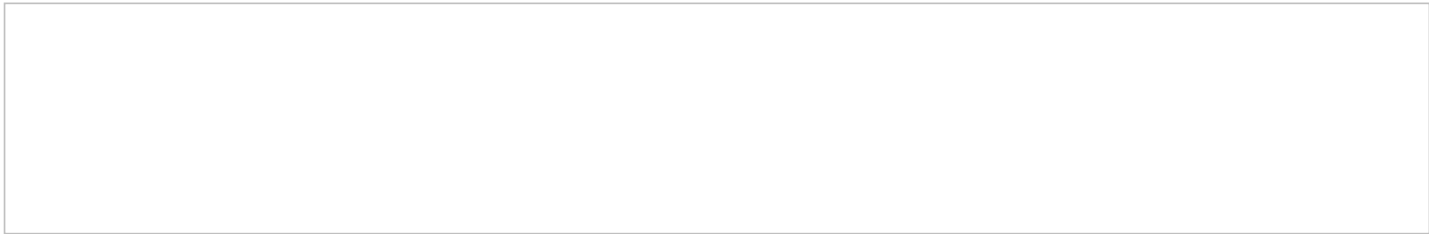
Sat, Apr 23, 2022 at 11:03 AM

Hello sir,

This is Anusha (4mw18cs012)

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>  
Date: Fri, 22 Apr 2022, 1:33 pm  
Subject: You have a job offer for Systems Engineer role at Infosys  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>



Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

**We are delighted to offer you the position of Systems Engineer at Infosys.**

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com).

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited



**Kavya** <kavyakrishnan135@gmail.com>  
To: mithanthaya.office@sode-edu.in

Sat, Apr 23, 2022 at 11:04 AM

Hello sir,  
This is Kavya 4MW18CS034

Thanks and regards  
Kavya

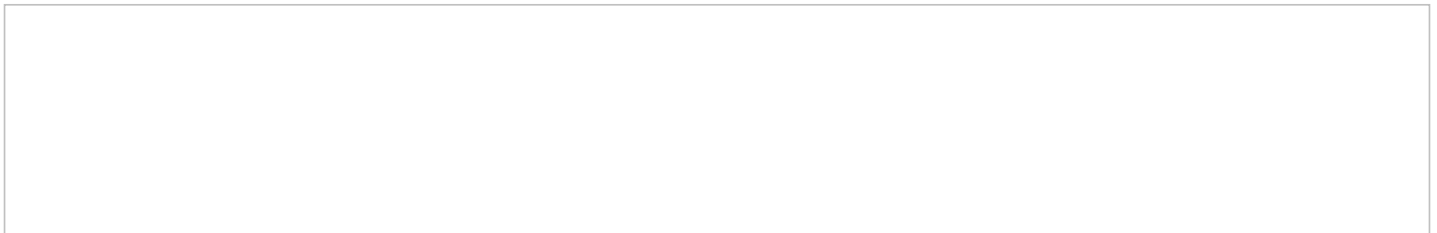
----- Forwarded message -----

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>

Date: Fri, 22 Apr, 2022, 1:22 pm

Subject: You have a job offer for Systems Engineer role at Infosys

To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>



Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

**We are delighted to offer you the position of Systems Engineer at Infosys.**

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com).

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited







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

## Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

1 message

**ASHRITHA SANIL CSE** <ashritha.18cs016@sode-edu.in>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Sun, May 8, 2022 at 9:01 PM

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

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>

Date: Wed, 4 May 2022, 2:59 pm

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: &lt;ashritha.18cs016@sode-edu.in&gt;



Most Ethical  
Company - Eight  
times in a row



We're highly- rated on  
Glassdoor



Capgemini Research  
Institute ranked #1



Our gender balance  
initiatives



Our global client  
stories

Dear Ashritha Sanil,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before May 08, 2022 08:30 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

5/9/22, 9:10 AM

Shri Sode Vadiraja Mutt Education Trust Mail - Fwd: Capgemini congratulates you on your selection and presents you our Letter Of...

The information contained in this message is strictly internal and confidential.

Copyright© 2020. All rights reserved by Capgemini.

MISPL/HR/2021/380  
Dated: 19th October 2021

Ms. Bhoomika

### Employment Offer

Referring to your interview with us, we are pleased to offer you employment as per the following terms;

**Designation:** Quality Assurance Engineer

**Joining Date:** January 2022

**Job Location:** Mangalore

**Salary Details:** Gross CTC 3,70,000/- INR Per Annum

**Relevant employment details are as provided below:**

1. Your Date of Joining (DOJ) will be in January 2022 at a date that will be decided in consultation with the college, failing which Mangalore Infotech Solutions Pvt. Ltd. has the right to revisit the offer.
2. You will work as an Intern for 6 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 60 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 **21st October 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
- 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	Bhoomika
	Notice Period Required	60 days
	Contact Numbers	9380692812
	CTC Period	July 2022 to June 2023
	Company	Mangalore Infotech Solutions Pvt. Ltd.
	Position	Quality Assurance Engineer
	Grade	IIC
<b>A Fixed Components Per Month</b>		
A - Fixed Components	Basic Salary - Consolidated	₹14,302.00
	Dearness Allowance	
	<b>Total - A</b>	<b>₹14,302.00</b>
<b>B Perquisites Per Month</b>		
B - Perquisites / Choice Pay	House Rent Allowance	₹5,721.00
	City Compensatory Allowance	₹2,145.00
	Transport Allowance	₹1,600.00
	Book Allowance	₹1,000.00
	Special Allowance	₹409.00
	Leave Travel Concession	₹1,700.00
	<b>Total - B</b>	<b>₹12,575.00</b>
<b>C Retirals Per Month</b>		
C - Retirement Benefits	P F	₹1,716.24
<b>Grand Total ( A + B + C ) Per Month</b>		<b>₹28,593</b>
<b>Guaranteed Cash( A + B + C ) Per Year</b>		<b>₹343,119.00</b>
D - ESI	ESI per month	₹0
	<b>Total D Per Year</b>	<b>₹0</b>
E - Variable Pay	<b>Annual Performance Compensation</b>	<b>₹26,881.00</b>
	<b>Total CTC</b>	<b>₹370,000</b>
<b>Total CTC In Lakhs (Paysheet)</b>		<b>₹3.70</b>
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

19/10/2021.

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.

*K. P. Asharti*

Director





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

**Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer**

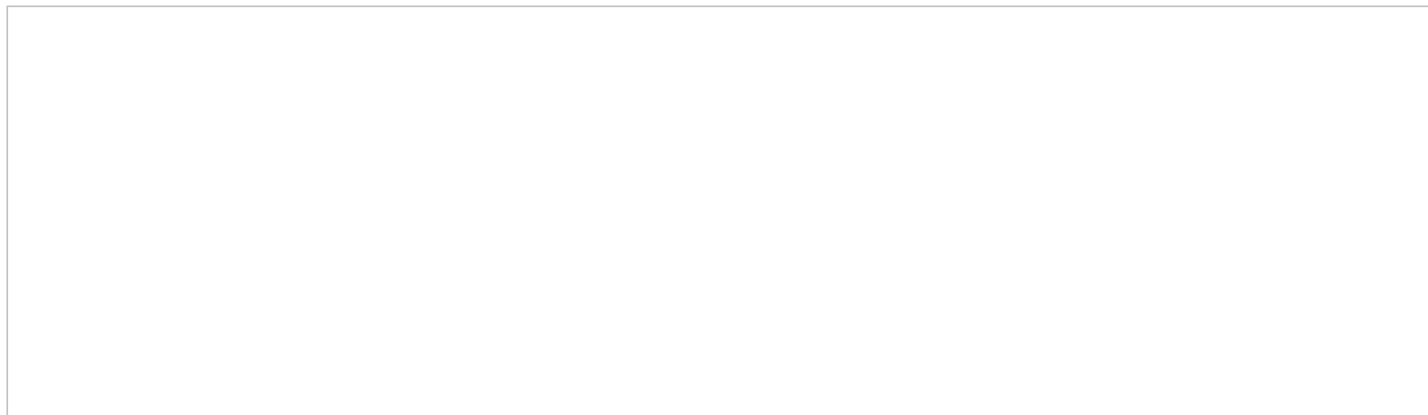
1 message

**Muktesar Fahilmkt** <muktesarfahilmkt@gmail.com>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Wed, Jul 6, 2022 at 6:59 AM

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>  
Date: Mon, Jul 4, 2022, 3:54 PM  
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

---

**2 attachments**



**image001.png**  
141K



**image001.png**  
141K

May 24, 2022

**To:**

Farees Ahmed Zahid Shaikh  
D.No. 24-93, Farees Manzil,  
Chandrakatte Kodavoor, Tenkanidyoov,  
Tenkanidiyur, Udupi, 576106

Dear Farees Ahmed,

Sub: Offer Letter

We are pleased to offer you the position of **Software Development Engineer Trainee** at 7EDGE Private Limited (“**7EDGE**”).

Here at 7EDGE, we are committed to both your personal and professional growth. You will, until revised later in writing at 7EDGE’s sole and absolute discretion, receive a compensation of Rupees Two Lakhs Forty Thousands Only (INR 2,40,000/-) per year as your cost to company (“**CTC**”).

If you choose to accept this offer, your effective date of employment with 7EDGE shall be from May 30, 2022 and your place of employment shall be **Mangalore**. Additionally, on acceptance of this offer, you will be required to furnish copies of the following documents of qualification along with a signed copy of this letter, no later than May 26, 2022:

1. PAN and Aadhaar Copy;
2. Educational Certificates; and
3. 1 Passport size photographs.

Please be informed that in the event that a signed copy of the offer letter along with the requisite documents are not received by May 26, 2022, the offer shall be deemed to be rejected.

Please note that the terms of this offer are strictly confidential and the same shall not be disclosed to any third party under any circumstances without the prior approval of 7EDGE.

We believe this offer represents the beginning of an exciting and satisfying career at 7EDGE. As a member of 7EDGE, we look forward to a long and mutually fruitful professional relationship with you and wish you all the very best.

Yours sincerely,

**For 7EDGE Private Limited**

[Authorized Signatory]



Acknowledgement

I acknowledge the receipt of this letter and confirm my acceptance of the terms and conditions contained herein.

---

Farees Ahmed Zahid Shaikh

Date:



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

---

**Fwd: Wipro Offer Letter**

1 message

---

**FATHIMA NAMIHA** <fathimanamiha026@gmail.com>  
To: mithanthaya.office@sode-edu.in

Sat, Apr 23, 2022 at 11:08 AM

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

From: **Wipro offer letter** <wipro+email+3y9gs-63b5095e5a@talent.icims.com>

Date: Fri, 22 Apr, 2022, 4:33 pm

Subject: Wipro Offer Letter

To: &lt;fathimanamiha026@gmail.com&gt;

**April 22, 2022**Dear **Fathima Namiha**,Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.**Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.**We request you to accept the iCIMS Offer Letter within **15** days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.**Steps to follow to accept and save the Offer Letter**To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.****Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.**

Please click on the link below to review and accept your offer letter at the earliest using a desktop/laptop.

[Click to Complete](#)

Your Login Information:

Login Name: [fathimanamiha026@gmail.com](mailto:fathimanamiha026@gmail.com)*(If you do not know your password, you can reset it by clicking here.)*If you have any questions about the details of your offer or about employment at Wipro, please reach out to [manager.campus@wipro.com](mailto:manager.campus@wipro.com)Thanks and Regards,  
Campus Offer Generation Team  
[Global Campus Hiring Team] Wipro Limited]

---

This message was sent to [fathimanamiha026@gmail.com](mailto:fathimanamiha026@gmail.com). If you don't want to receive these emails from this company in the future, please go to:

4/25/22, 9:21 AM

Shri Sode Vadiraja Mutt Education Trust Mail - Fwd: Wipro Offer Letter

<https://wipro.icims.com/icims2/?r=EC9724417578&contactId=21887293>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

**Alacer Systems & Technology Pvt Ltd.**

Embassy TechVillage, WeWork  
Devarabisanahalli, Outer Ring Rd, Bellandur  
Bengaluru, KA 560103  
[ind@alacergroup.com](mailto:ind@alacergroup.com)  
+91- 80 37098035



**Date:** Saturday 23<sup>rd</sup> April, 2022

**To,**

**Aditya G**

Shri Madhwa Vadiraja Institute of Technology and Management

**RE: LETTER OF OFFER OF EMPLOYMENT – Programmer Analyst Trainee**

Dear Mr. **Aditya,**

Alacer Systems and Technology is pleased to offer you the position of **Programmer Analyst Trainee**

Your starting date will be May 9<sup>th</sup>, 2022 with an annual salary of **Rs. 6,00,000** (Six- Lakhs) payable monthly.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding.

Following the initial probationary period, a progression and performance review will be conducted on a monthly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

A formal appointment letter would be handed over to you within 30 days of joining.

Please confirm your acceptance to this offer and compensation structure by signing below, returning all signed copies to us on or before April 28<sup>th</sup>, 2022.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.



**Alacer Systems & Technology Pvt Ltd.**

Embassy TechVillage, WeWork  
Devarabisanahalli, Outer Ring Rd, Bellandur  
Bengaluru, KA 560103  
[ind@alacergroup.com](mailto:ind@alacergroup.com)  
+91- 80 37098035



Please provide below documents before your joining day.

1. 2 Passport size photographs (Digital format)
2. PAN Card
3. Address proof (Either of the following: Electricity bill, Aadhar Card, Driving License, Passport)
4. Reliving Certificate from the past employer
5. Relevant work experience certificates from past employers
6. Last 3 pay slips
7. Your educational certificates

Note- Each document should have a visible scan and should be self-attested.

*Garima Shukla* 

Sincerely,

**Garima Shukla**

Director - Human Resources  
Alacer Systems and Technology Pvt. Ltd.  
[ind@alacergroup.com](mailto:ind@alacergroup.com)  
[www.alacergroup.com](http://www.alacergroup.com)

With the signature below, I accept this offer for employment.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**Alacer Systems & Technology Pvt Ltd.**

Embassy TechVillage, WeWork  
 Devarabisanahalli, Outer Ring Rd, Bellandur  
 Bengaluru, KA 560103  
[ind@alacergroup.com](mailto:ind@alacergroup.com)  
 +91- 80 37098035

**Annexure A**

<b>EMOLUMENTS</b>	<b>Monthly AMOUNT ( Rs.)</b>	<b>Annually AMOUNT ( Rs.)</b>	<b>DEDUCTIONS</b>	<b>Monthly AMOUNT ( Rs.)</b>	<b>Annually AMOUNT ( Rs.)</b>
Basic Pay	20,000.00	2,40,000.00	Profession Tax(if applicable)	200.00	2,400.00
House Rent Allowance	10,000.00	1,20,000.00	Provident Fund deductible in Future		
Dearness Allowance	15,000.00	1,80,000.00	Contributory Provident Fund		
Mobile & Internet Allowance	1,000.00	12,000.00	Life Insurance Corporation		
Productivity Allowance	1,000.00	12,000.00	Postal Life Insurance		
Project Allowance	1,000.00	12,000.00	Group Insurance		
Transport Allowance	2,000.00	24,000.00	Income Tax(TDS)(as per income tax Act,1961)		
			<b>Total Deductions</b>	<b>200.00</b>	<b>2,400.00</b>
<b>Gross Pay</b>	<b>50,000.00</b>	<b>6,00,000.00</b>	<b>Net Pay</b>	<b>49,800.00</b>	<b>5,97,600.00</b>

**Deduction:**

- TDS deduction shall be as per the Indian Income Tax Act, 1961





Dr. C K Manjunath &lt;placement@sode-edu.in&gt;

## Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

2 messages

Haris k &lt;mohdharisk99@gmail.com&gt;

Tue, Jan 25, 2022 at 8:06 PM

To: Vidya Bhat SMVITM Training &amp; Placement Head &lt;placement@sode-edu.in&gt;

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

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>

Date: Tue, 25 Jan, 2022, 6:38 pm

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: &lt;mohdharisk99@gmail.com&gt;



Most Ethical  
Company - Eight  
times in a row



We're highly- rated on  
Glassdoor



Capgemini Research  
Institute ranked #1



Our gender balance  
initiatives



Our global client  
stories

Dear Haris K,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Jan 31, 2022 11:59 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)



The information contained in this message is strictly internal and confidential.  
Copyright© 2020. All rights reserved by Capgemini.

---

**HARIS K CSE** <haris.18cs030@sode-edu.in>  
To: Vidya Bhat SMVITM Training & Placement Head <placement@sode-edu.in>

Tue, Jan 25, 2022 at 8:10 PM

[Quoted text hidden]



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

## SMVITM:Selected students of 2022 batch @ Rinex, Mangalore

1 message

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

Mon, May 23, 2022 at 12:51 PM

Share congratulatory message.

Good Wishes,



Vidya Bhat

Head - Training, Placement & 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: **Human Resource** <[hr@rinex.ai](mailto:hr@rinex.ai)>

Date: Fri, May 20, 2022 at 5:16 PM

Subject: Re: SMVITM: Registered students list | Rinex, Mangalore

To: Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>Cc: <[kavyanraojenni20@gmail.com](mailto:kavyanraojenni20@gmail.com)>, <[knivedithakamath@gmail.com](mailto:knivedithakamath@gmail.com)>, <[kripashree.18cs038@sode-edu.in](mailto:kripashree.18cs038@sode-edu.in)>

Good evening Ma'am,

PFA the names of the students who have been selected for the post of BDI at Rinex. Kindly confirm their joining dates at the earliest so that we can issue their offer letter accordingly.

	USN	NAME	BRANCH	CONTACT NUMBER	EMAIL ID	JOINING DATE
1	4MW18CS036	KAVYA RAO	CSE	6351192215	<a href="mailto:kavyanraojenni20@gmail.com">kavyanraojenni20@gmail.com</a>	
2	4MW18CS032	K NIVEDITHA KAMATH	CSE	6361473370	<a href="mailto:knivedithakamath@gmail.com">knivedithakamath@gmail.com</a>	
3	4MW18CS038	KRIPASHREE BHAT	CSE	9845933356	<a href="mailto:kripashree.18cs038@sode-edu.in">kripashree.18cs038@sode-edu.in</a>	

On Thu, 12 May 2022 at 09:02, Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:

15th is a Sunday. 16th to 18th is the first internal exams. Hence, request you to reschedule for 19 May 2022

Good Wishes,



**SMVITM**

**Vidya Bhat**

Head - Training, Placement & 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!***

On Wed, May 11, 2022 at 5:46 PM Human Resource <[hr@rinex.ai](mailto:hr@rinex.ai)> wrote:

Dear Ma'am,

Greetings from Rinex.

We have planned to schedule the virtual drive for your college on 15th May, 2022. Kindly confirm this at the earliest so that we can proceed further.

On Wed, 13 Apr 2022 at 11:29, Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:

Dear Team HR,

GM! Trust you are doing well.

PFA the registered students from our college who have expressed their interest.

Pls let me know the next steps so that we can keep them informed.

Looking forward to hearing from you.

Good Wishes,



**SMVITM**

**Vidya Bhat**

Head - Training, Placement & 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!***

--

**Warm Regards,  
Human Resource**

Rinex Technologies Pvt Ltd.

[hr@rinex.ai](mailto:hr@rinex.ai)

Contact No - +91 8147058370

<https://rinex.ai/>

**DISCLAIMER**

This email and any files transmitted with it are confidential and are solely for the use of the individual or entity to which it is addressed. Any use, distribution, copying, or disclosure by any other person is strictly prohibited. If you receive this transmission in error, please notify the sender by reply email and then destroy the message. Opinions, conclusions, and other information in this message that do not relate to the official business of the company shall be understood to be neither given nor endorsed by Rinex Technologies Pvt Ltd. Any information contained in this email, when addressed to Clients is subject to the terms and conditions governing the client contract.

--

**Warm Regards,  
Human Resource**

Rinex Technologies Pvt Ltd.

[hr@rinex.ai](mailto:hr@rinex.ai)

Contact No - +91 8147058370

<https://rinex.ai/>

**DISCLAIMER**

This email and any files transmitted with it are confidential and are solely for the use of the individual or entity to which it is addressed. Any use, distribution, copying, or disclosure by any other person is strictly prohibited. If you receive this transmission in error, please notify the sender by reply email and then destroy the message. Opinions, conclusions, and other information in this message that do not relate to the official business of the company shall be understood to be neither given nor endorsed by Rinex Technologies Pvt Ltd. Any information contained in this email, when addressed to Clients is subject to the terms and conditions governing the client contract.

June 22, 2022

Mr. Akshay D Shetty  
 Phone: 7760916878  
 Email: akshay.18cs002@sode-edu.in

Subject: Letter of Offer

Dear Mr. Akshay D Shetty,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:		(Amount in Rupees)		
		Amount		
A	Basic	: Rs	18,333.00	Per month
	HRA(40% of the Basic)	: Rs	7,333.00	Per month
	Conveyance Allowance	: Rs	1,600.00	Per month
	Special Allowance	: Rs	11,913.00	Per month
B	Meal Vouchers	: Rs	2,000.00	Per month
C	Medical	: Rs	1,250.00	Per month
D	LTA	: Rs	19,250.00	Per annum
E	Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>		<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPSOFT Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPSOFT to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
 Human Resources  
 IPSOFT Incorporated

\_\_\_\_\_  
 Mr. Akshay D Shetty

June 22, 2022

Mr. Ashmi K Kotian  
Phone: 7338218089  
Email: ashmi.18cs015@sode.edu.in

Subject: Letter of Offer

Dear Mr. Ashmi K Kotian,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022. Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Ashmi K Kotian



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

# Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

1 message

**KAVYA T J CSE** <kavya.18cs037@sode-edu.in>

Tue, Mar 29, 2022 at 4:58 PM

To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>, Vidya Bhat SMVITM Training & Placement Head <placement@sode-edu.in>

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

From: **Kavya TJ** <kavyatj26@gmail.com>

Date: Tue, Mar 29, 2022, 4:56 PM

Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: <kavya.18cs037@sode-edu.in>

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

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>

Date: Thu, Mar 24, 2022, 3:08 PM

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: <kavyatj26@gmail.com>



Most Ethical Company - Eight times in a row



We're highly- rated on Glassdoor



Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Kavya TJ,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace

of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**





[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.  
Copyright© 2020. All rights reserved by Capgemini.



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

## 2022 batch Selected students@TCS

1 message

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

Tue, Nov 9, 2021 at 9:45 AM

Pls share congratulatory message

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

From: **Rohit Lekkala** <lekkala.rohit@tcs.com>

Date: Tue, Nov 9, 2021, 9:36 AM

Subject: RE: From SMVITM: Request to share selected student list from SMVITM (1st Cut)

To: Placement Officer SMVITM &lt;placement@sode-edu.in&gt;

Cc: Radhika Ajith &lt;radhika.ajith@tcs.com&gt;, Pradeep Soorengi &lt;pradeep.kote@tcs.com&gt;

Noted, PFB for the actual list.

REF ID	NAME	EMAIL_ID
DT20218105718	RASHMITHA M	<a href="mailto:rashmitham063@gmail.com">rashmitham063@gmail.com</a>
DT20218126008	SHARANA K U	<a href="mailto:sharana.18cs070@sode-edu.in">sharana.18cs070@sode-edu.in</a>
DT20218154560	BHOOMIKA J S	<a href="mailto:bhoomika.18ec007@sode-edu.in">bhoomika.18ec007@sode-edu.in</a>
DT20218178657	SNEESHA Dinesh SHETTY	<a href="mailto:sneesha.18cs075@sode-edu.in">sneesha.18cs075@sode-edu.in</a>
DT20218195166	NIHARIKA BALTHILLAYA	<a href="mailto:niharika.18ec024@sode-edu.in">niharika.18ec024@sode-edu.in</a>
DT20218200400	KAVYA Narayana RAO	<a href="mailto:kavyanraojenni20@gmail.com">kavyanraojenni20@gmail.com</a>
DT20218210899	RAYSON Lawrence DSOUZA	<a href="mailto:rayson789foru@gmail.com">rayson789foru@gmail.com</a>

DT20218211020	TUSHAR R SHETTY	<a href="mailto:rtusharshetty@gmail.com">rtusharshetty@gmail.com</a>
DT20218218734	PRAJNA Y	<a href="mailto:prajna.18cs053@sode-edu.in">prajna.18cs053@sode-edu.in</a>
DT20218226399	ASHRITHA SANIL	<a href="mailto:ashritha.18cs016@sode-edu.in">ashritha.18cs016@sode-edu.in</a>
DT20218239387	SHREYA T KOTIAN	<a href="mailto:shreya.18ec036@sode-edu.in">shreya.18ec036@sode-edu.in</a>
DT20218257659	BHOOMIKA BHOOMIKA	<a href="mailto:bhoomika.18cs019@sode-edu.in">bhoomika.18cs019@sode-edu.in</a>
DT20218258447	FERDINAND Alick CASTELINO	<a href="mailto:ferdinand.18ec014@sode-edu.in">ferdinand.18ec014@sode-edu.in</a>
DT20218259115	KARTHIK R SHETTY	<a href="mailto:karthik.18ec016@sode-edu.in">karthik.18ec016@sode-edu.in</a>
DT20218260082	SRIRAKSHA K	<a href="mailto:raksha0325@gmail.com">raksha0325@gmail.com</a>
DT20218260502	SHREYA S NAVELKAR	<a href="mailto:shreya.18ec035@sode-edu.in">shreya.18ec035@sode-edu.in</a>
DT20218269160	SHWETA Ramachandra BHAT	<a href="mailto:shweta.18cs099@sode-edu.in">shweta.18cs099@sode-edu.in</a>
DT20218291159	KRIPASHREE BHAT	<a href="mailto:kripashree.18cs038@sode-edu.in">kripashree.18cs038@sode-edu.in</a>
DT20218306897	TWENSICA Swedel PINTO	<a href="mailto:twensica.18cs091@sode-edu.in">twensica.18cs091@sode-edu.in</a>
DT20218321819	PRASHANTHI PRASHANTHI	<a href="mailto:prashanthips09@gmail.com">prashanthips09@gmail.com</a>
DT20218321990	SUMAYYA K	<a href="mailto:sumayya.18cs085@sode-edu.in">sumayya.18cs085@sode-edu.in</a>
DT20218325407	SHREYA NAYAK K	<a href="mailto:shreyanayak.k0@gmail.com">shreyanayak.k0@gmail.com</a>
DT20218326934	S SINCHANA S SINCHANA	<a href="mailto:sinchana.amin1222@gmail.com">sinchana.amin1222@gmail.com</a>
DT20218464367	RISHABH BARKUR	<a href="mailto:rishabh29.rb@gmail.com">rishabh29.rb@gmail.com</a>
DT20218251228	KRISHNAMURTHI Raghavendra	<a href="mailto:krishnamurthi.18cs039@sode-">krishnamurthi.18cs039@sode-</a>

BHAGAWATH

[edu.in](mailto:edu.in)

Best regards  
Rohit Venkatesh - HR  
Talent Acquisition group  
Tata Consultancy Services

---

**From:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
**Sent:** Tuesday, November 9, 2021 9:33 AM  
**To:** Rohit Lekkala <[lekkala.rohit@tcs.com](mailto:lekkala.rohit@tcs.com)>  
**Cc:** Radhika Ajith <[radhika.ajith@tcs.com](mailto:radhika.ajith@tcs.com)>; Pradeep Soorengi <[pradeep.kote@tcs.com](mailto:pradeep.kote@tcs.com)>  
**Subject:** Re: From SMVITM: Request to share selected student list from SMVITM (1st Cut)

"External email. Open with Caution"

Hi Rohit.

It is Shri Madhwa Vadiraja Institute of Technology and Management.

This list is of Sri M Visveshvaraya College.

Warm regards

Vidya

On Tue, Nov 9, 2021, 9:27 AM Rohit Lekkala <[lekkala.rohit@tcs.com](mailto:lekkala.rohit@tcs.com)> wrote:

Dear Sir,

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

Thank you for your support and partnership during the TCS 2022 Ninja Recruitment Drive

Sharing the list of students who are shortlisted for offer.

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

Reference ID	NAME	EMAIL_ID	Offer Type	INSTITUTE NAME
CT20213637175	AKHIL T	<a href="mailto:akhitalapally008@gmail.com">akhitalapally008@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213679084	YOGESH RAJU	<a href="mailto:yogesh.raju2711@gmail.com">yogesh.raju2711@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213681785	ASHWINI M	<a href="mailto:ashwini0755@gmail.com">ashwini0755@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213706579	R Arun KUMAR	<a href="mailto:arun1122000@gmail.com">arun1122000@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213706594	PRATHIK RAVICHANDRAN	<a href="mailto:prasadprathik10@gmail.com">prasadprathik10@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213706651	VAISHNAVI Chowdary KANKANALA	<a href="mailto:vaishuchowdaryk@gmail.com">vaishuchowdaryk@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213706933	PUNEETH G P	<a href="mailto:puneethgp15500@gmail.com">puneethgp15500@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology

CT20213707444	MEGHARAJA M D	<a href="mailto:megharajadevaraja12@gmail.com">megharajadevaraja12@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213708332	ANIRUDH REDDY INDLA	<a href="mailto:anirudhreddy699@gmail.com">anirudhreddy699@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213708344	KIRAN Kumar A	<a href="mailto:kirankumar19992016@gmail.com">kirankumar19992016@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213708524	KRISHNA KANT	<a href="mailto:kant9431@gmail.com">kant9431@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213708649	S VANDANA	<a href="mailto:vandanayadav7337@gmail.com">vandanayadav7337@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213710861	K MOHAN KUMAR	<a href="mailto:mohankumar2427@gmail.com">mohankumar2427@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213711261	GAGANENDRA K	<a href="mailto:gaganendrak@gmail.com">gaganendrak@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213712944	TEJESHWINI Bhima DUDHABHATE	<a href="mailto:tejeshwini2001@gmail.com">tejeshwini2001@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213713111	SHIVANI N S	<a href="mailto:shivanisuresh2000@gmail.com">shivanisuresh2000@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213715836	NAGA Subhash MALLADI	<a href="mailto:malladisubhash2610@gmail.com">malladisubhash2610@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213716287	TEJAS NANDAM	<a href="mailto:tejasnandam88614@gmail.com">tejasnandam88614@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213716882	RAKSHITH P	<a href="mailto:prakshith2000@gmail.com">prakshith2000@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213722085	SONAL JACOB	<a href="mailto:sonaljacob228@gmail.com">sonaljacob228@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology

CT20213723350	PALLAVI L S	<a href="mailto:pallavils0702@gmail.com">pallavils0702@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213725505	GOWRI Pooja ALAMURI	<a href="mailto:gowripoojaa@gmail.com">gowripoojaa@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213725696	RISHI SHARMA	<a href="mailto:rishi.sh2103@gmail.com">rishi.sh2103@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213728983	KRUTHIKA S	<a href="mailto:kruthika157@gmail.com">kruthika157@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213730038	PRAJNA S	<a href="mailto:prajnasuresh3@gmail.com">prajnasuresh3@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213733368	NEERAJ KUMAR	<a href="mailto:singh.neeraj8969@gmail.com">singh.neeraj8969@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213733500	SHIVANGI RAJ	<a href="mailto:shivangi07raj@gmail.com">shivangi07raj@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213735707	SPANDANA H V	<a href="mailto:spandanahannegudde@gmail.com">spandanahannegudde@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213737137	SUJITH Eshwaraiah NARNAVARAM	<a href="mailto:nesujith512@gmail.com">nesujith512@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213737426	LEKHA K	<a href="mailto:lekhak0912@gmail.com">lekhak0912@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213738102	VAISHNAVI VERMA	<a href="mailto:vaishnaviverma501@gmail.com">vaishnaviverma501@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213738674	HARI PRAKASH	<a href="mailto:mvtehariprakash@gmail.com">mvtehariprakash@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213739022	ROHIT SINGH	<a href="mailto:singhrohit9530377807@gmail.com">singhrohit9530377807@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology

CT20213739166	SWATHI P	<a href="mailto:swathividhya29@gmail.com">swathividhya29@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213741173	ARYAN KHANDELWAL	<a href="mailto:aryankhandelwal058@gmail.com">aryankhandelwal058@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213742103	JHANA VI R	<a href="mailto:jhanavi1906@gmail.com">jhanavi1906@gmail.com</a>	Ninja	Sir M Visvesvaraya Institute Of Technology
CT20213744102				



June 22, 2022

Mr. Kavya Kamath  
Phone: 9480986138  
Email: kavya.18cs035@sudo-edu.in

Subject: Letter of Offer

Dear Mr. Kavya Kamath,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:		(Amount in Rupees)		
		Amount		
A	Basic	: Rs	18,333.00	Per month
	HRA(40% of the Basic)	: Rs	7,333.00	Per month
	Conveyance Allowance	: Rs	1,600.00	Per month
	Special Allowance	: Rs	11,913.00	Per month
B	Meal Vouchers	: Rs	2,000.00	Per month
C	Medical	: Rs	1,250.00	Per month
D	LTA	: Rs	19,250.00	Per annum
E	Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>		<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Kavya Kamath



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

# Fwd: Caggemini congratulates you on your selection and presents you our Letter Of Intent

1 message

**NAMEERA SULTHANA CSE** <nameera.18cs044@sode-edu.in>

Tue, Mar 29, 2022 at 4:28 PM

To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>, Vidya Bhat SMVITM Training & Placement Head <placement@sode-edu.in>

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

From: **Caggemini via Superset** <notifications@email.joinsuperset.com>

Date: Thu, Mar 24, 2022, 12:56 PM

Subject: Caggemini congratulates you on your selection and presents you our Letter Of Intent

To: <nameera.18cs044@sode-edu.in>



Most Ethical Company - Eight times in a row



We're highly- rated on Glassdoor



Caggemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Nameera Sulthana,

At Caggemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Caggemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.  
Copyright© 2020. All rights reserved by Capgemini.



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

## Fwd: Wipro Campus Update\_LOI

1 message

**Navya Shanbhag** <navyashan2001@gmail.com>  
To: mithanthaya.office@sode-edu.in

Sat, Jan 22, 2022 at 4:34 PM

I have been placed in wipro elite campus hiring. Hereby, I am attaching my letter of intent with you. PFA

Regards,  
Navya Shanbhag  
4MW18CS045  
Final year CSE, SMVITM

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

From: **Campus HR Team** <wipro+email+2tmw0-79f0c6c8dc@talent.icims.com>  
Date: Thu 9 Dec, 2021, 5:42 PM  
Subject: Wipro Campus Update\_LOI  
To: <navyashan2001@gmail.com>

December 9, 2021

Dear Navya Shanbhag ,  
Resume Number - 23284766

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

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

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

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

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

**Note: The above shall be applicable from your joining date with Wipro.**

**Your's Sincerely,  
For Wipro Limited**



**Aparna Shailen  
General Manager - Human Resources**

---

This message was sent to [navyashan2001@gmail.com](mailto:navyashan2001@gmail.com). If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=788E23284766&contactId=15643054>

© Wipro Limited, Doddakannelli, [Sarjapur Road Bengaluru 560 035 IND](#)



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

# Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

1 message

**NEHA SHETTIGAR CSE** <neha.18cs046@sode-edu.in>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Wed, May 11, 2022 at 8:54 PM

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

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>  
Date: Mon, May 2, 2022, 11:45 AM  
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent  
To: <neha.18cs046@sode-edu.in>



Most Ethical Company - Eight times in a row



We're highly- rated on Glassdoor



Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Neha Shettigar,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before May 08, 2022 08:30 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)



The information contained in this message is strictly internal and confidential.

Copyright© 2020. All rights reserved by Capgemini.



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

## Wipro 2022: ELITE NTH phase 2 Final selects

1 message

Placement Officer SMVITM &lt;placement@sode-edu.in&gt;

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

**Dear Shrikanth,**  
**pls check the attachment. I saw our college and filtered to get the list.**  
**Pls share congratulatory email once cross checked.**

Sl No	Superset ID	College Name	Name	Email Id
420	1645585	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi	Shubham Manjunath Vernekar	<a href="mailto:shubham@smvitm.edu.in">shubham@smvitm.edu.in</a>
465	1483389	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi	Nikhil G Poojary	<a href="mailto:nikhil.18c@smvitm.edu.in">nikhil.18c@smvitm.edu.in</a>
1597	2528709	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi	Kavitha U	<a href="mailto:kavithau7@smvitm.edu.in">kavithau7@smvitm.edu.in</a>
1854	1637456	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi	Anjali	<a href="mailto:anjali.18c@smvitm.edu.in">anjali.18c@smvitm.edu.in</a>
1958	1774879	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi	Fathima Namiha	<a href="mailto:fathimana@smvitm.edu.in">fathimana@smvitm.edu.in</a>
2053	439345	Shri Madhwa Vadiraja Institute of Technology and Management, Udupi	Varsha S Bangera	<a href="mailto:varshaba@smvitm.edu.in">varshaba@smvitm.edu.in</a>

Good Wishes,



**SMVITM**

Vidya Bhat

Head - Training, Placement & 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: **Nahida Kouser** <[nahida.kouser2@wipro.com](mailto:nahida.kouser2@wipro.com)>

Date: Wed, Jun 1, 2022 at 5:33 PM

Subject: ELITE NTH phase 2 Final selects

To:

Cc: Binoy K <[binoy.k08@wipro.com](mailto:binoy.k08@wipro.com)>

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




6/2/22, 10:45 AM

Shri Sode Vadiraja Mutt Education Trust Mail - Wipro 2022: ELITE NTH phase 2 Final selects

"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 report them to [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 otherwise legally privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately if you have received this e-mail by mistake and delete this e-mail. If you are the intended recipient you 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 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 via email.

---

 **KAR ELITE NTH phase 2 Final selects.xlsx**  
149K

June 22, 2022

Mr. Guruprasad  
Phone: 9980114740  
Email: guruprasad.18cs029@sode-edu.in

Subject: Letter of Offer

Dear Mr. Guruprasad,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:		(Amount in Rupees)		
		Amount		
A	Basic	: Rs	18,333.00	Per month
	HRA(40% of the Basic)	: Rs	7,333.00	Per month
	Conveyance Allowance	: Rs	1,600.00	Per month
	Special Allowance	: Rs	11,913.00	Per month
B	Meal Vouchers	: Rs	2,000.00	Per month
C	Medical	: Rs	1,250.00	Per month
D	LTA	: Rs	19,250.00	Per annum
E	Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>		<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotin  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Guruprasad

June 22, 2022

Mr. Prabhath Kumar  
Phone: 9535126169  
Email: prabhath.18cs051@sode-edu.in

Subject: Letter of Offer

Dear Mr. Prabhath Kumar,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022. Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Prabhath Kumar

December 21, 2021

Ms. Nireeksha,  
12-4-24B, Ananthapadma Nilaya,  
Vidyaranya road, Kadabettu, Udupi- 576101

**SUBJECT: LETTER OF INTENT FOR THE POSITION OF SOFTWARE ENGINEER TRAINEE.**

Dear Ms. Nireeksha,

We are pleased to offer you a position of **SOFTWARE ENGINEER – TRAINEE** with *AmiT* effective from November 14, 2022.

This offer is contingent upon successfully clearing the Dot Net qualifier test before May 31, 2022 and authentication of your education certificates.

This offer letter is based on the following conditions;

1. Your monthly gross salary will be Rs.28,500/-.
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.**



**SOWMYA M  
ASSISTANT MANAGER - HR**

**ACCEPTED**

**SALARY ANNEXURE – Ms. Nireeksha**

SALARY HEADS	Monthly	Annual
Basic + VDA	₹ 16,500.00	₹ 198,000.00
HRA	₹ 6,600.00	₹ 79,200.00
Conveyance Allowance	₹ 1,600.00	₹ 19,200.00
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	₹ 1,100.00	₹ 13,200.00
<b>Gross Monthly/Annual Base (GMB/GAB) Salary</b>	<b>₹ 28,500.00</b>	<b>₹ 342,000.00</b>
Employer PF	₹ 1,800.00	₹ 21,600.00
Gratuity Allocation PM	₹ 794.00	₹ 9,528.00
Mediclaime Insurance	₹ 0.00	₹ 5,000.00
Personal Accident for 4 Lakhs Coverage	₹ 0.00	₹ 750.00
Fixed Bonus	₹ 0.00	₹ 16,500.00
<b>Total CTC</b>	<b>₹ 31,094.00</b>	<b>₹ 395,378.00</b>

**FOR ACEMICROMATIC MANUFACTURING INTELLIGENCE TECHNOLOGIES PVT LTD.**



**SOWMYA M**  
ASSISTANT MANAGER - HR

**ACCEPTED**

June 22, 2022

Mr. Hitheyeshh Aachar  
Phone: 8197611177  
Email: hitheyesh.18cs031@sode-edu.in

Subject: Letter of Offer

Dear Mr. Hitheyeshh Aachar,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Hitheyeshh Aachar



June 22, 2022

Mr. Karthik Naik  
Phone: 7353629150  
Email: karthik.18cs033@sode-edu.in

Subject: Letter of Offer

Dear Mr. Karthik Naik,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022. Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Karthik Naik

MISPL/HR/2021/381  
Dated: 19th October 2021

Mr. Harshit Sadashiv Poojari

**Employment Offer**

Referring to your interview with us, we are pleased to offer you employment as per the following terms;

**Designation:** Software Engineer

**Joining Date:** January 2022

**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 in January 2022 at a date that will be decided in consultation with the college, failing which Mangalore Infotech Solutions Pvt. Ltd. has the right to revisit the offer.
2. You will work as an Intern for 6 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 60 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 **21st October 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**
- **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	Harshit Sadashiv Poojari
	Notice Period Required	60 days
	Contact Numbers	7483468731
	CTC Period	July 2022 to June 2023
	Company	Mangalore Infotech Solutions Pvt. Ltd.
	Position	Software Engineer
	Grade	IIC
<b>A Fixed Components Per Month</b>		
A - Fixed Components	Basic Salary - Consolidated	₹16,235.00
	Dearness Allowance	
	<b>Total - A</b>	<b>₹16,235.00</b>
<b>B Perquisites Per Month</b>		
B - Perquisites / Choice Pay	House Rent Allowance	₹6,494.00
	City Compensatory Allowance	₹2,435.00
	Transport Allowance	₹1,600.00
	Book Allowance	₹1,000.00
	Special Allowance	₹982.00
	Leave Travel Concession	₹1,900.00
	<b>Total - B</b>	<b>₹14,411.00</b>
<b>C Retirals Per Month</b>		
C - Retirement Benefits	PF	₹1,800.00
	<b>Grand Total ( A + B + C ) Per Month</b>	<b>₹32,446</b>
	<b>Guaranteed Cash( A + B + C ) Per Year</b>	<b>₹389,352.00</b>
D - ESI	ESI per month	₹0
	<b>Total D Per Year</b>	<b>₹0</b>
E - Variable Pay	<b>Annual Performance Compensation</b>	<b>₹30,648.00</b>
	<b>Total CTC</b>	<b>₹420,000</b>
	<b>Total CTC In Lakhs (Paysheet)</b>	<b>₹4.20</b>
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

19/10/2021.

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.

*K. Prashant*

Director



June 22, 2022

Mr. Meghana Adiga  
Phone: 9449233127  
Email: meghana.18cs041@sode-edu.in

Subject: Letter of Offer

Dear Mr. Meghana Adiga,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Meghana Adiga

June 22, 2022

Mr. Princeton Leron Lewis  
Phone: 9449894510  
Email: princeton.18cs058@sode-edu.in

Subject: Letter of Offer

Dear Mr. Princeton Leron Lewis,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Princeton Leron Lewis



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

**IBM -EOI**

1 message

**PRAJNASHREE P ACHAR CSE** <prajnashree.18cs054@sode-edu.in>  
To: mithanthaya.office@sode-edu.in

Fri, Dec 17, 2021 at 5:11 PM

Dear prajnashri achar,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: [Candidate Zone - Application Documents & Forms](#)
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,  
IBM India University Hiring Team  
IBM India Pvt. Ltd.  
Manyata Embassy Business Park  
G2 Block, Nagawara Outer Ring Road  
Bangalore – 560045

*Note:*

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday – Friday: 10.00AM – 5.00PM). We shall be happy to help you

IBM Recruiting Team

CONNECT WITH US.



## QSpiders Campus Connect-Incubation Final Selects 2022 Batch

1 message

devikarani.l@qspiders.com <devikarani.l@qspiders.com>

To: placement@sode-edu.in, rao.venugopal@gmail.com

Cc: shreya.18cs079@sode-edu.in, prakrithi.18cs056@sode-edu.in, nithishshetty9242@gmail.com, Likhitha R <likhitha.r@qspiders.com>

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2022 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders.

Below List with Green Highlighted are the selects & Please communicate the same with students & we will post you the date of Joining ASAP.

For Selected students anything in further information or Query contact-9513684738/7619163087/8951922956.

[Note-This mail is a confirmation of selection & students while reporting can take a print/show the mail confirmation to the respective concerns]

Candidate Name	Mobile Number	Email ID	10th aggregate	12th aggregate	Degree	Degree stream	
Shreya	7899577512	<a href="mailto:shreya.18cs079@sode-edu.in">shreya.18cs079@sode-edu.in</a>	81.7	81.5	BE	Computer Science(CS)	Shri Madhwa Vac
Prakrithi S Rao	8197847163	<a href="mailto:prakrithi.18cs056@sode-edu.in">prakrithi.18cs056@sode-edu.in</a>	83.6	82.6	BE	Computer Science(CS)	Shri Madhwa Vac
Nithish Shetty	9611762793	<a href="mailto:nithishshetty9242@gmail.com">nithishshetty9242@gmail.com</a>	73.17	70.16	BE	Computer Science(CS)	Shri Madhwa Vac

Regards

Devika

9513684738

Qspiders Incubation Team.





**Offer: Computer Consultancy**

**Ref: TCSL/DT20218105718/Bangalore**

**Date: 31/10/2021**

Ms. Rashmitha M  
Subramanya Nilaya ,Mahalakshmi Layout,  
Halady-28,  
Udupi-576222,  
Karnataka.  
Tel# -

Dear Rashmitha M,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/DT20218105718**

**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)



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.



### **3. Training Period**

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

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

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

### **5. Mobility**

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

### **6. Compensation Structure / Salary components**

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

### **7. Increments and Promotions**

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

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



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

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

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

## 11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

## 12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

### **13. Terms and Conditions**

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

### **14. TATA Code of Conduct**

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

### **15. Notice Period**

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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **22. Letter of Appointment**

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

## **23. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

#### **24. Compliance to all clauses**

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

#### **25. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### **Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Rashmitha M</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>
<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>	



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## **2. Associate's Obligations**

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

## **3. Intellectual Property Rights**

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





#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines.**

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

#### **7. Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

## **8. Restriction on Associate's Rights**

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

## **9. No License**

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



## 10. Equitable Rights

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

## 11. General

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

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

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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

## Re: Capgemini congratulates you on your selection and presents you our Letter Of Intent

2 messages

**SACHIN S CSE** <sachin.18cs064@sode-edu.in>

Fri, May 6, 2022 at 7:01 AM

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

On Wed, May 4, 2022, 2:58 PM Capgemini via Superset <notifications@email.joinsuperset.com> wrote:



Most Ethical  
Company - Eight  
times in a row



We're highly- rated on  
Glassdoor



Capgemini Research  
Institute ranked #1



Our gender balance  
initiatives



Our global client  
stories

Dear Sachin S,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before May 08, 2022 08:30 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)

- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.  
Copyright© 2020. All rights reserved by Capgemini.

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

Fri, May 6, 2022 at 12:18 PM

[Quoted text hidden]

MISPL/HR/2021/382  
Dated: 19th October 2021

Mr. Shamith Joshi

**Internship Offer Letter**

We are hereby pleased to confirm your Internship with Mangalore Infotech Solutions Pvt Ltd effective January 2022 and you will receive a stipend of Rs 12,000/- per month.

As an intern, you will not receive any of the benefits that a regular Company employee receives, except, but limited to all Saturdays and Sundays Off, and subsidized lunch.

Your internship is expected to end by June 2021 (6 months).

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

We look forward to seeing you in January 2022.

Thanks and regards,



**For MANGALORE INFOTECH SOLUTIONS PVT. LTD.**

K Prashanth Shenoy

**Director**



---

OFFER LETTER

Name: Sharanya U  
Manipal, 27<sup>th</sup> May 2022

Dear Sharanya,

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**.

**Joining Date:** *At an later date*

**Salary package:** *INR 15,000 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 to Friday*

*Probation phase: Six months*

*Salary revision: Performance-based annual revision*

This employment offer is valid for one day from the date offered.

In order to confirm your employment with the above terms please return a signed copy of this offer letter to [hr@tresconglobal.com](mailto:hr@tresconglobal.com)

Regards,

**Mithun Shetty**  
**CHIEF EXECUTIVE OFFICER**





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

---

**Fwd: TCS Offer Letter**

5 messages

---

**shashank shenvi** <shashankshenvi04@gmail.com>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Wed, Nov 10, 2021 at 2:14 PM

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

From: **TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>  
Date: Tue, 9 Nov, 2021, 1:03 pm  
Subject: TCS Offer Letter  
To: <shashankshenvi04@gmail.com>

Dear **Shashank Shenvi**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.


We will be in touch with you to keep you abreast of the latest happenings at TCS. Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / [ilp.support@tcs.com](mailto:ilp.support@tcs.com)

Warm Regards,  
Talent Acquisition Group  
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====  
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

 **DT20218125484\_OL.pdf**  
722K

---

**Shrikantha Mithanthaya** <mithanthaya.office@sode-edu.in>  
To: shashank shenvi <shashankshenvi04@gmail.com>

Thu, Nov 11, 2021 at 9:23 AM

Congrats

**With Regards,**

**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]

---

**shashank shenvi** <shashankshenvi04@gmail.com>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Thu, Nov 11, 2021 at 10:56 AM

Thank you sir

[Quoted text hidden]

---

**Shrikantha Mithanthaya** <mithanthaya.office@sode-edu.in>  
To: shashank shenvi <shashankshenvi04@gmail.com>

Thu, Nov 11, 2021 at 10:59 AM

Once we get the 2nd list from TCS we will send congratulatory mail to all

**With Regards,**

**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]

---

**shashank shenvi** <shashankshenvi04@gmail.com>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Thu, Nov 11, 2021 at 11:05 AM

[Quoted text hidden]

**Date:10-Mar-2022**

To

Shreya Nayak K  
INDIA

Dear Shreya Nayak K,

**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.





**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**

**Enclosed: Annexure to your offer of employment**

**Acceptance of the Offer**

I, **Shreya Nayak K**, 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	SHREYA NAYAK K

**Annexure 1**

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

**Name** : **Shreya Nayak K**  
**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 : Shreya Nayak K

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.



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.



**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 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.

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.





## 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. 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.



#### **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.



## **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**





## 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 : Shreya Nayak K

Date : Mar 11, 2022


# Mindtree Offer Letter

Final Audit Report

2022-03-11

Created:	2022-03-11
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA-42-URi7U2yglSC4bWRXYLsyEBnvqMmJ

## "Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)  
2022-03-11 - 1:46:36 AM GMT- IP address: 20.44.36.220
-  Waiting for Signature by Shreya Nayak K (shreyanayak.k0@gmail.com)  
2022-03-11 - 1:46:40 AM GMT
-  Document e-signed by Shreya Nayak K (shreyanayak.k0@gmail.com)  
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)  
Signature Date: 2022-03-11 - 3:36:03 AM GMT - Time Source: server- IP address: 117.230.147.26
-  Agreement completed.  
2022-03-11 - 3:36:03 AM GMT



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

**Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer**

3 messages

**SNEHA CSE** <sneha.18cs082@sode-edu.in>

Mon, Jul 4, 2022 at 4:46 PM

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

Hi, this is to inform you that I have received an offer from Infosys.

Name: Sneha

USN: 4MW18CS082

Regards

Sneha

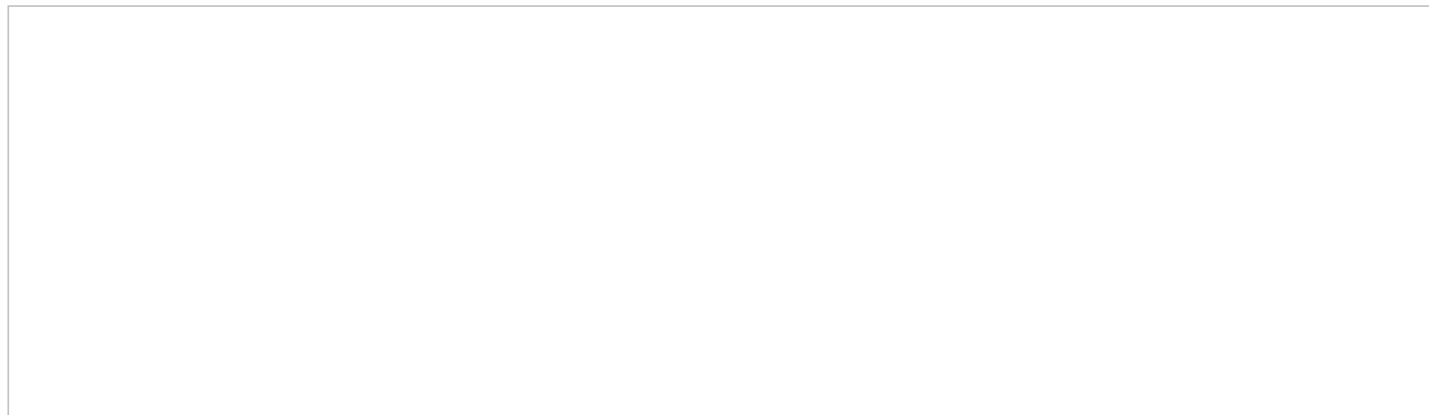
----- Forwarded message -----

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>

Date: Mon, Jul 4, 2022, 3:54 PM

Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer

To: Infosys Freshers Recruitment &lt;Talent.Acquisition@infosys.com&gt;



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

7/5/22, 9:26 AM

Shri Sode Vadiraja Mutt Education Trust Mail - Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limited



image001.png

141K

---

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

Mon, Jul 4, 2022 at 4:54 PM

To: SNEHA CSE <sneha.18cs082@sode-edu.in>

Congrats request you to share your latest photo to include you in placement banner

**With Regards,**

**Shrikantha Mithanthaya**

Office Assistant  
Training & Placement Cell  
Shri Madhwa Vadiraja Institute of Technology and Management

Vishwothama Nagar, Bantakal, Udupi, Karnataka.

Mob: 9916943300

E- mail: [mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)

[Quoted text hidden]

---

**SNEHA CSE** <sneha.18cs082@sode-edu.in>

Mon, Jul 4, 2022 at 4:58 PM

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

Please find attached.

[Quoted text hidden]



SNEHA S K.jpg

191K

June 22, 2022

Mr. Mohammed Shakeel  
Phone: 7846898287  
Email: shakeel.18cs043@sode-edu.in

Subject: Letter of Offer

Dear Mr. Mohammed Shakeel,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Mohammed Shakeel





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

---

**Fwd: You have a job offer for Systems Engineer role at Infosys**

1 message

**Sneha** <snehaa2719@gmail.com>

Tue, May 24, 2022 at 9:37 AM

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

Respected sir,

I am sneha(4mw18cs083) from 8th semester CSE.

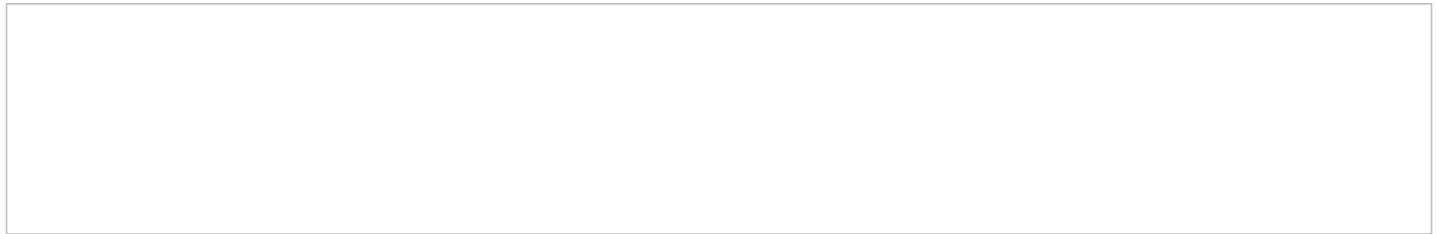
----- Forwarded message -----

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>

Date: Fri, 22 Apr, 2022, 10:05 am

Subject: You have a job offer for Systems Engineer role at Infosys

To: Infosys Freshers Recruitment &lt;Talent.Acquisition@infosys.com&gt;



Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

**We are delighted to offer you the position of Systems Engineer at Infosys.**

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com).

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition

Infosys



**image001.jpg**  
60K

MISPL/HR/2021/391  
Dated: 25th October 2021

Mr. Suraj

**Employment Offer**

Referring to your interview with us, we are pleased to offer you employment as per the following terms;

**Designation:** Software Engineer

**Joining Date:** January 2022

**Job Location:** Mangalore

**Salary Details:** Gross CTC 3,70,000/- INR Per Annum

**Relevant employment details are as provided below:**

1. Your Date of Joining (DOJ) will be in January 2022 at a date that will be decided in consultation with the college, failing which Mangalore Infotech Solutions Pvt. Ltd. has the right to revisit the offer.
2. You will work as an Intern for 6 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 60 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.

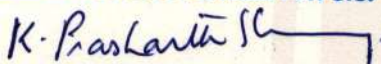
Kindly acknowledge with your acceptance for this offer letter by **26th October 2021**. You can do it by sending us the scanned copy with your acceptance signature.

Please provide us the following below document with Original for verification on the date of joining

- **Education qualification - Copy of the official marks cards**
- **Copies of Address Proof, Aadhar Card, PAN Card and 3 Passport size photos**

Thanks & Regards

For **MANGALORE INFOTECH SOLUTIONS PVT. LTD.**



**Director**  
Prashanth Shenoy Katpady





# MANGALOREINFOTECH

## Compensation Worksheet

Personal Details	Name	Suraj
	Notice Period Required	60 days
	Contact Numbers	9071822734
	CTC Period	July 2022 to June 2023
	Company	Mangalore Infotech Solutions Pvt. Ltd.
	Position	Software Engineer
	Grade	IIC
A Fixed Components Per Month		
A - Fixed Components	Basic Salary - Consolidated	₹14,302.00
	Dearness Allowance	
	Total - A	₹14,302.00
B Perquisites Per Month		
B - Perquisites / Choice Pay	House Rent Allowance	₹5,721.00
	City Compensatory Allowance	₹2,145.00
	Transport Allowance	₹1,600.00
	Book Allowance	₹1,000.00
	Special Allowance	₹409.00
	Leave Travel Concession	₹1,700.00
	Total - B	₹12,575.00
	C Retirals Per Month	
C - Retirement Benefits	PF	₹1,716.24
	Grand Total (A + B + C) Per Month	₹28,593
Guaranteed Cash (A + B + C) Per Year		₹343,119.00
D - ESI	ESI per month	₹0
	Total D Per Year	₹0
E - Variable Pay	Annual Performance Compensation	₹26,881.00
	Total CTC	₹370,000
Total CTC In Lakhs (Paysheet)		₹3.70
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

25/10/2021.

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.

*K. Prashanth*

Director





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

**Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer**

1 message

Tejas Rao <tejasrao712@gmail.com>  
To: mithanthaya.office@sode-edu.in

Thu, Jun 23, 2022 at 4:06 PM

Dear Sir,

I have cleared the interview round from Infosys and have received congratulatory mail from them. I thank you for your valuable support and assistance throughout this process.

Yours Sincerely,

Tejas S Rao (4MW18CS089)

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>

Date: Fri, 17 Jun 2022 at 21:15

Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer

To: Infosys Freshers Recruitment &lt;Talent.Acquisition@infosys.com&gt;



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

6/23/22, 4:39 PM  
Infosys

Shri Sode Vadiraja Mutt Education Trust Mail - Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer

Copyright © 2022 Infosys Limited



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: 1700911**

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

Dear Vaishak Prabhu,

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), please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1700911**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1700911**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1700911**

Thanking you,  
Yours Sincerely,

**For & On Behalf of Capgemini**

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

This is a system generated document and does not need a signature

---



## ANNEXURE 1

**Vaishak Prabhu**  
**Analyst and A4**

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

**For & On Behalf of Capgemini**

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

This is a system generated document and does not need a signature

---

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

June 22, 2022

Mr. Sahana B T  
Phone: 7349228925  
Email: sahana.18cs065@sode-edu.in

Subject: Letter of Offer

Dear Mr. Sahana B T,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Sahana B T



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

# Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

1 message

**VARSHA E G CSE** <varsha.18cs094@sode-edu.in>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Sun, May 8, 2022 at 8:43 PM

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

From: **VARSHA E G CSE** <varsha.18cs094@sode-edu.in>  
Date: Wed, May 4, 2022, 5:16 PM  
Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent  
To: [dinesharao17@gmail.com](mailto:dinesharao17@gmail.com) <dinesharao17@gmail.com>

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

From: **VARSHA E G CSE** <varsha.18cs094@sode-edu.in>  
Date: Wed, May 4, 2022, 5:00 PM  
Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent  
To: varsha ganesh <varshaganesh2000@gmail.com>

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

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>  
Date: Wed, May 4, 2022, 2:58 PM  
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent  
To: <varsha.18cs094@sode-edu.in>



Most Ethical Company - Eight times in a row



We're highly- rated on Glassdoor



Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Varsha E G,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before May 08, 2022 08:30 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.  
Copyright© 2020. All rights reserved by Capgemini.



Vidya Bhat SMVITM Training & Placement Head <placement@sode-edu.in>

## Campus Drive 2022 - Novigo Solutions

1 message

**Nishani Christopher** <Nishani.Christopher@novigosolutions.com>

Mon, Oct 18, 2021 at 5:05 PM

To: "placement@sode-edu.in" <placement@sode-edu.in>

Cc: Shihab Kalandar <shihabk@novigosolutions.com>, Diana Sushma Bangera <Diana.Bangera@novigosolutions.com>

Dear Vidya,

Please find below the details of the selected candidates from the drive.

Sl. No	Name	College	Branch	Designation	Location	Status	Email ID	Mobile Number
1	Vineeth P Nayak	SMVITM	CS	Software Engineer	Mangalore	Available	<a href="mailto:vineethpnayak@gmail.com">vineethpnayak@gmail.com</a>	9980729785
2	Sandesh Prabhu	SMVITM	CS	Software Engineer	Mangalore	Available	<a href="mailto:sandeshprabhu2000@gmail.com">sandeshprabhu2000@gmail.com</a>	7353123537
3	Navya Shanbhag	SMVITM	CS	Software Engineer	Mangalore	Available	<a href="mailto:navyashan2001@gmail.com">navyashan2001@gmail.com</a>	8431916893
4	Tejas S Rao	SMVITM	CS	Software Engineer	Mangalore	Available	<a href="mailto:tejasrao712@gmail.com">tejasrao712@gmail.com</a>	8970252340

**Best Regards,**

**Nishani Christopher**

HR Executive

**Novigo Solutions Pvt. Ltd.**

Phone: +91-8152940975

**India | USA | Oman | UAE | KSA**

10/19/21, 9:07 AM

Shri Sode Vadiraja Mutt Education Trust Mail - Campus Drive 2022 - Novigo Solutions



**Date:18-Dec-2021**

To

Vivek Shenoy Y  
INDIA

Dear Vivek Shenoy Y,

**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.

*Vivek Shenoy Y*  
Vivek Shenoy Y (Dec 19, 2021 12:20 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**

Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)



Enclosed: Annexure to your offer of employment

Acceptance of the Offer

I, **Vivek Shenoy Y**, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	<i>Vivek Shenoy Y</i> Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)
Your Name in Capital letters	VIVEK SHENOY Y

Annexure 1

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

- Name** : **Vivek Shenoy Y**
- 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 **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 : Vivek Shenoy Y

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.

*Vivek Shenoy Y*

Vivek Shenoy Y (Dec 19, 2021 12:20 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 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.

*Vivek Shenoy Y*

Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)

### 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.

  
Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)



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.

*Vivek Shenoy V*

Vivek Shenoy V (Dec 19, 2021 12:20 GMT+5.5)

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.

*Vivek Shenoy Y*  
Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)

## 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.

*Vivek Shenoy V*  
Vivek Shenoy V (Dec 19, 2021 12:20 GMT+5.5)



## 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.

*Vivek Shenoy Y*  
Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)

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.

  
Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)

#### **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.

*Vivek Shenoy Y*  
Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)

## **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**

*Vivek Shenoy Y*  
Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)



## 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 :   
Vivek Shenoy Y (Dec 19, 2021 12:20 GMT+5.5)

Name : Vivek Shenoy Y

Date : Dec 19, 2021





# Mindtree Offer Letter

Final Audit Report

2021-12-19

Created:	2021-12-17
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA0xxCMPBpvt1xqpbHAE0yWiGtGM3_Rn0k

## "Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)  
2021-12-17 - 7:54:05 PM GMT- IP address: 20.44.36.221
-  Waiting for Signature by Vivek Shenoy Y (vivekshenoy05@gmail.com)  
2021-12-17 - 7:54:09 PM GMT
-  Document e-signed by Vivek Shenoy Y (vivekshenoy05@gmail.com)  
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)  
Signature Date: 2021-12-19 - 6:50:12 AM GMT - Time Source: server- IP address: 157.45.14.233
-  Agreement completed.  
2021-12-19 - 6:50:12 AM GMT



SMVITM Training &amp; Placement Head &lt;placement@sode-edu.in&gt;

**STRAECON Offer Letter || Harish Acharya || August 08, 2022 || 10:00 AM**

1 message

HR Team &lt;hr@straecon.com&gt;

Fri, Aug 5, 2022 at 1:04 AM

To: "harishacharyabkr@gmail.com" &lt;harishacharyabkr@gmail.com&gt;

Cc: "placement@sode-edu.in" &lt;placement@sode-edu.in&gt;, HR Team STRAECON &lt;hr.straecon@gmail.com&gt;

Dear Harish,

Greetings from STRAECON!

Subsequent to the interviews and discussions, we are pleased to offer you a Trainee position in our company.

Position: Trainee  
Location: **Alva's Institute Of Engineering & Technology**  
Shobhavana Campus, Mijar  
Moodbidri – 574 225  
Mangalore, DK  
Reporting Date: August 08, 2022  
Reporting Time: 10:00 AM

You will be on the training period for 3 - 6 months or less, where you will be having a CTC of Rs.12,500/- per month (Rupees Twelve Thousand Five Hundred Only)during the training period. Based on your performance during the training period, you will be inducted as a **Trainee Engineer**.

On the day of your reporting, you are required to submit the below-listed documents to the company:

- 1. All Educational certificates (copies) - Mandatory**
- 2. ID Proof - Mandatory**
- 3. Address Proof - Mandatory**
- 4. Two Passport size photographs – Mandatory**
- 5. Relieving Letter from all previous organizations (If applicable)**
- 6. Salary Slips &/or Bank Statement (3 months – If applicable)**

Please treat this offer letter and confirm your acceptance through email by EOD 05/08/2022.

Feel free to email the HR team if you have any further questions or need assistance.

Congratulations! We are looking forward to having you on our team.

Regards,

**HR Team**

INDIA

Ph:+91-7892-397720

**STRAECON**

Alva's Institute Of Engineering and Technology,  
Solapur - Mangalore Highway, Shobhavana Campus Mijar,  
Moodbidri|Mangalore|KA|574225

[www.straecon.com](http://www.straecon.com)|USA|UAE|INDIA

COORDINATE|CREATE|CONSTRUCT



June 22, 2022

Mr. Shashikanth Kulal  
Phone: 8105793756  
Email: shashikanth.18cs074@sode-edu.in

Subject: Letter of Offer

Dear Mr. Shashikanth Kulal,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotin  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Shashikanth Kulal

**\* Personal and Confidential \***

**Ms. Bhoomika J S**

Shri Madhwa Vadiraja Institute Of Technology And Management ,CANDIDATE ID :  
6827103,

Bosch Global Software Technologies  
Private Limited, 123 Industrial Layout,  
Hosur Road, Koramangala, Bangalore -  
560 095, India. Tel: +91 80 6657 5757  
Fax. +91 80 6657 1404 CIN:  
U72400KA1997PTC023164  
[www.bosch-softwaretechnologies.com](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/61520/2022**

**Date: 05-Jul-2022**

Dear **Ms. Bhoomika J S**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

### **1. Compensation**

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

### **2. Retirement**

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

The management reserves the right to amend the retirement age from time to time at its sole discretion, and these amendments shall be notified and binding on all Employees on the rolls of the Company with immediate effect.

### **3. Benefits**

You will be entitled to leave benefits of Earned Leave (18 days) and General Leaves (12 days) as per the prevailing Leave policy. The company reserves the rights to alter / amend the leave rule from time to time including leave entitlements.

You will be entitled to a) Hospitalization Insurance - for self and family (for spouse and children up to the age of 23 years) b) Personal Accident Insurance - for self only c) Life Insurance - for self only.

### **4. Integrity**

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure II**.

### **5. Condition of Hire**

5.1. The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company.

5.2. In accordance with the provisions of the Companies Act 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. Further, if you have any trade or business interest with relations mentioned in **Annexure II** here-in-below and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, you shall inform the management of the Company on becoming aware of any proposed transactions through such relations in the future of your employment duration.

5.3. This employment offer is made based on the information given by you in the BGSW application form, but not limited to the education/ experience certificates and any other relevant documents submitted to us. In case company finds at any time, the information given by you is incorrect, untrue or incomplete, the company shall have the right to terminate the employment-at any time without notice or salary in lieu of notice period.

5.4. If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with BGSW and / or undertake a business that is in competition with BGSW. In the event you leave the Company within **One year** after such training period as mentioned in this clause 5.2, the Company will be entitled to recover the costs from you, incurred by the Company towards such training.

5.5. Background Check : Company would be conducting a background and reference check of your employment details. Your appointment is contingent upon satisfactory report of the background check conducted by our company's approved agency.

If the outcome of the Background verification is not satisfactory, the company has the right to withdraw this Offer of appointment without any notice or Compensation in lieu of notice at its sole discretion. This includes the right to take any appropriate action against you, including, but not limited to termination of your employment.

## **6. Transferability**

Initially you will be posted at our "**Bangalore/Coimbatore/Hyderabad/ Pune**" location, however you may be transferred to provide your services to any of our existing / future establishments of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

## **7. Termination**

The notice period for termination of employment on either side shall be three months. Company shall have an option of making payment in lieu of

notice period at its discretion.

When payment in lieu of notice is offered by the company, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

## **8. Training Period**

You will be on training for a period of 2 months from the date of your joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

## **9. Acceptance and Commencement**

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter. If you do not confirm your acceptance, this offer will be withdrawn.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.



The terms mentioned in this offer of appointment / appointment order supersedes all previous oral or written communication, representation, understandings, undertakings or agreement relating to the subject matter included herein.

**Bosch Global Software Technologies Private Limited**

Digitally Signed By

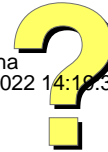
Signer: GANESAN SENTHILKUMAR  
Date: Tue, Jul 5, 2022 15:02:59 IST



Senthilkumar Ganesan  
Senior Project Manager  
(Human Resources)

Digitally Signed By

Signer: A S Amudha  
Date: Tue, Jul 5, 2022 14:19:37 IST



Amudha A S  
Process Lead  
(Human Resources)

**This offer letter contains**

- A. Annexure I – Compensation details
- B. Annexure II - Rules and Regulations & Code of Conduct
- C. Enclosure A
  - 1) Mandatory documents for onboarding process
  - 2) Information for your reporting

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

I agree and accept the above terms and conditions and confirm that I will join services on \_\_\_\_\_

\_\_\_\_\_

Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

**Annexure I**

<b>Personal and Confidential</b>		
		<b>05-Jul-2022</b>
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	<b>Ms. Bhoomika J S</b>	
<b>Qualification:</b>	B.Tech/B.E	
<b>Designation:</b>	Associate Software Engineer	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
<b>Gross Salary</b>	<b>35,586</b>	<b>4,27,038</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
<b>Total Retirals / Statutory Contribution</b>	<b>2,522</b>	<b>30,258</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>42,704</b>
<b>Total Cost to Company</b>	<b>38,108</b>	<b>5,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>13,200</b>

The aforementioned perquisites are subject to alteration and amendment.

\* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

\*\* The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

**This is a system-generated letter. No signature is required.**

## **Annexure II**

### **RULES & REGULATIONS OF SERVICE AND CONDUCT APPLICABLE IN BGSW**

Dear Associate,

Please note the Rules & Regulations ('Regulations') applicable in respect of your employment with Bosch Global Software Technologies Private Limited ('BGSW' or 'Company') are as hereunder: These rules and regulations of service and conduct are subject to amendments by way of notification by the management of the Company ('Management') at their discretion and shall be binding on all Employees on the rolls of the Company whenever such amendment takes place with immediate effect.

Violation of any of these Regulations or engaging in any unlawful activity may invite disciplinary proceedings including loss of pay, termination of services at the sole discretion of Management.

#### **I RULES & REGULATIONS OF SERVICES**

##### **1. Working Hours, Holidays and Leaves**

You will be governed by the company policy on working hours and holidays as applicable to your category and location of posting. You may also be required to work in shifts including night shifts to support the business requirement as and when required or to support business exigencies.

The normal working hours of day shift are from 9:00 am to 6:00 pm, from Monday to Friday every week. The Company at the start of every year releases list of paid holidays for the year.

Refer the leave policy for the details of your entitlement of the leave benefits of Earned Leave and General leave.

##### **2. Attendance**

You are required to mark your attendance daily. Non marking of attendance shall be treated as unpaid leave, unless it is regularized by following the procedure as specified.

- a) You are expected to be available in the office premises during the required hours or as intimated by the manager / department.
- b) In case you are "working from home", the guidelines for this process will be binding on you.

- c) You shall follow the working hours and system for recording attendance as specified by the Management as prescribed from time to time.
- d) You shall not absent himself without prior permission as per proper leave procedure and shall furnish valid reasons for such absence. The company reserves the right to reject the application for leave in case of any emergency. You can apply for regularization of leave, however the company shall have the right to reject such application if it is found that such reason for regularization is not genuine or that it was possible to take permission prior to absenting.
- e) You shall conduct yourself in such a manner to set an example to others especially those who report to you or colleagues working with you.

### **3. Basic Salary and Other Allowances, increments and Promotions**

Salary is paid to associates on a monthly basis within the timelines specified by law.

The salary, allowances and entitlements are subject to changes at the discretion of the Company. Changes in your salary, level shall be notified to you. Payment of salary shall be adjusted for unpaid leaves and shall be subject to all statutory deductions.

Salary increments and promotions will be based on the company prevailing Compensation and Promotion policy.

- a) You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, the company frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions and other corporate actions. If any such action relates to your role / position, you agree to cooperate with the company and take any necessary steps to ensure a smooth transition
- b) The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times
- c) You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of the company
- d) Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- e) Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with the company.

#### **4. Unauthorized absences from work**

In case of any of the following situations, it shall be deemed that you have abandoned the services of the Company, which shall be treated as resignation by you without notice leading to termination of your services.

- 1) Unauthorized leave for more than seven (7) days
- 2) During transfers / deputation within India or outside India not reporting service on the date and at the location as specified by the Company
- 3) Medically unfit to resume work beyond the granted leaves

In any of the above and such similar events you shall be liable to refund the salary in lieu of shortfall in notice period and other dues, assets payable to the company, as specified.

#### **5. Travel Policy**

You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

#### **6. Search**

Employees may be frisked on their person/vehicles by the security officers at the time of their entry/exit or while in the premises. Employees shall co-operate with the security officers.

All employees are liable to be searched by the Security Staff or by any other authorized person at the main entrance of the Establishment and at any other gate or any part of the Establishment' premises at any time.

The Management has the right to search employees as and when they so decide and at such times, you shall freely allow themselves as well as their vehicles to be searched.

#### **7. Identity Card**

You will be provided with a photo identity card which shall be required to enter the Company's premises and is required to be displayed while being inside the premises of the Company.

Identity cards are personal to the employees and are not to be handed over to anyone else. Identity cards are also used for marking presence/ attendance. In case if any other person enter the premises, unauthorized, you shall be liable for all the consequences including termination of services.

In case of loss of Identity Card, employee shall report the same forthwith to the Company and obtain another card on payment of such charges may be specified.

## **8. Misconduct**

Associates are expected to treat other associates and conduct themselves with dignity.

Without being exhaustive, the acts of Misconduct shall include but not be limited to insubordination, non-performance of assigned duties and responsibilities, theft, fraud, dishonesty, habitual absence, neglect of work, misappropriation of company funds / property, tampering of Company records, habitual indebtedness, drunkenness, disorderly behavior, acts subversive of discipline, conduct detrimental to the interest of the company, sexual harassment, work place harassment, breach of (a) rules and regulations of service and conduct (b) terms and conditions of the employment offer letter and or (c) Bosch code of conduct .

If at any time, you are found to be guilty of any misconduct, the Management may impose the following disciplinary actions as deemed appropriate:

- Suspension for a period not exceeding 15 working days and or
- Withhold increment and/or reduce the consolidated salary or
- Dismissal from services, without any notice or compensation in lieu of notice and in such a case, the services you shall come to an end and stand terminated with effect from the date of dismissal.

The company shall have the right to impose any other punishment as deemed fit which would be proportionate to the misconduct committed.

## **9. Retirement Age:**

Employee shall retire from services of the Company on the last working day of the month in which he/she attains the age of 58 years with an option to retire at 55 years, basis mutual discussion and subject to company retirement policy. However, you may be retired at any stage before Fifty Eight Years during your services in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or are not able to perform given work. Age of 58 years will be determined as per the age/date of birth recorded in the company's records. Employee shall not be allowed to seek for modification of date of birth under any circumstances once the same is entered in the service records after appointment.

## **10. Illicit gain, bribery etc.**

You shall not:

- a. Promise or grant to the business partner any advantage in return of any favor or preferential treatment for the placing of orders or supply of goods and services to the Company.
- b. Demand, accept the promise of or accept an advantage for himself, his family or third party including any preferential allotment of shares and securities of the business partner or its associate in return for preferential treatment to the business partner for placing of orders or supply of goods and services to the Company.

## **11. Relation with suppliers and customers, consultants, agents etc.**

Suppliers and customers shall be selected on competitive basis following the comparison of price, quality, performance and suitability of the products or services offered and shall be treated in a just and fair manner. Commissions and credits to representatives, consultants, agents, authorized dealers etc. must be reasonable and justified related to the services rendered by them.

No supplementary agreement shall be entered into for favoring person in connection with the negotiation, award, supply, processing and payment of orders. Employees who indulge in any corrupt behavior or allow themselves to be influenced by customers or suppliers to any corrupt behavior will render themselves liable for disciplinary action or even termination of employment without notice.

## **12. Non-divulgence of Trade Secrets, etc.**

### **a) Confidentiality**

You shall observe confidentiality in respect of all confidential information received orally, in writing or otherwise by the company including from all stakeholders (e.g. customers, suppliers, service providers etc.). You shall use confidential information only for the purpose of discharging his duties and functions in relation to the company's business.

You shall ensure that confidential data is handled as per Company procedures (e.g. encryption, access protected, etc.).

You shall also maintain confidentiality of the information as described herein after he ceases to be in employment and shall not divulge, disclose or impart to any person / organization / employees who are not required to receive such information for discharging their duties, any trade secret, confidential data, proprietary information received from customers or any information concerning the business / finances of the Company or any dealings, transactions of affairs of the Company which come to his knowledge during or in the course of his employment.

Employee, during severance of services from the Company, is not authorized to carry any data, information of the Company. Employee shall not transfer, copy any data, information about the business of the Company in any personal device. During the severance process, Employees are expected to handover all the data, information about the Company in their possession to their supervisor without deleting or destroying any part of it.

**b) Employees are restricted from copying or removing any confidential / proprietary information of the company or received from customers outside the company premises without prior permission from the Department Head.**

### **13. Use of Bosch Assets & Information Systems**

Every employee shall use Bosch assets and other IT - equipment for official business purposes of the Company only.

Bosch Information systems are made available to the employee as a Bosch resource.

You shall

- a) Use Bosch Information Systems (e.g. Information Technology and Communication hardware, software, data, E-mail, internet, intranet services etc.) for business purposes only
- b) Secure Bosch provided Laptops and any other mobile IT-end devices against loss or theft
- c) Not connect personal mobile or IT-end devices (e.g. Memory sticks, smart phones, cameras, Tablets etc.) to Bosch systems - not even for power charging (even if the USB port is disabled)
- d) Not access, download, upload, store, send, forward, distribute, post:
  - 1) Content of pornographic or unprofessional nature, which promotes crime, violence, discrimination or racism which could offend, humiliate or intimidate



- 2) Information, unauthorized software, freeware or contents that do not promote the company's interests and objectives
  - 3) Non-Bosch-relevant information such as music and videos (storage of such contents on servers and end devices is forbidden)
  - 4) Company information on any website including social media (e.g. Facebook, Twitter, Whatsapp etc.) without appropriate authorization
- e) Not forward or act on unsolicited data (e.g. Chain letters, junk e-mail or spam), the contents of which in his opinion may breach the terms of these conditions; if any such information be received, it must be reported immediately and effectively deleted.
  - f) Not install unauthorized / pirated software on any part of Bosch's Information System.
  - g) Employee shall not use the Bosch IT equipment for illegal copy or exchange of copyrighted information and legally protected licensed Software.
  - h) Not disable password protection for screen savers or override default settings (e.g. 'increase wait time').
  - i) Access internet only through Bosch Corporate Network firewall systems. Direct connection of workstations to internet, external networks via ISDN, modem, radio, and wireless is prohibited. Suitable precautions must be exercised by RASVPN users with authorization for simultaneous port connections. On internet, access trustworthy websites and for business purposes only (e.g. do not click on pop up URLs)
  - j) Promptly complete all training modules related to Data Protection and Information Security as assigned periodically by the reporting manager or as part of mandatory training – this will enable you to fulfil his responsibility towards safeguarding the Confidentiality, Integrity, Availability, Legality and Data Protection of the business information as well as personal data he is entrusted with towards the discharge of duties at all times (irrespective of location of work – whether on premises, at home or on business travel).
  - k) Ensure compliance with legislative, regulatory and contractual requirements when there is uncertainty about applying these conditions, you must seek immediate clarification from the department Data Protection and Information Security Partner (DSP) or the reporting manager.

Where there is uncertainty to the application of these conditions, employee shall seek immediate clarification from the concerned and shall act accordingly. Generally, the Company will address a breach of these conditions via education and counseling. However, the company may consider a serious or intentional breach by an employee as serious misconduct and under such circumstances termination shall be without any notice or pay in lieu thereof.

The company reserves the right to monitor data transmitted / stored by you and act on the breaches of this agreement, including disciplinary action.

#### **14. Intellectual Property Rights**

You hereby agree and confirm that all works involving any invention, development, improvement in product, process created, developed by you either alone or in collaboration with any other associate, during the course of your employment with the Company ('IP') shall be owned by the Company exclusively.

Company may require you to execute such documents as may be prescribed to fully assign the ownership and rights in the IP to the Company as may be required under specific laws, which you hereby agree to execute without any demur or reservation. Unless Company decides otherwise on a case to case basis, salary paid to you shall be deemed as adequate consideration for the assignment.

## **II. RULES OF CONDUCT**

The position which you occupies in the Company makes it obligatory on his part to conduct himself in such a manner that the Company's fair name and image in all spheres of life and in the community at large are maintained. The Management expects that you will serve the Company with zeal and diligence to promote the mutual interests of the Company and the employee.

It shall therefore, be the endeavor of you to ensure that his conduct and behavior even outside the Company are such that they do not affect his or the Company's reputation.

Any act of misbehavior involving moral turpitude on the part of the employee even outside the Company, will have a bearing on the Company's standing in the community.

### **1. Adherence to Law**

In case of commission of any unlawful act by you, which in the reasonable assessment of the Management may bring disrepute to the Company, Company may cause termination of your employment contract without any notice/severance pay.

The Company follows the principle that all dealings, measures, contracts, etc., should be strictly lawful and its employees are bound to observe the same principle.

It is also not permissible for anyone in the Company to assist a third party in any unlawful dealings.

The Company will in no circumstances protect or assist the employee in a prosecution launched against him for any breach or violation of any Law or Regulation and the company shall not be responsible for any illegal act of the employee.

You warrant that you are not prevented by a court or by any other administrative or judicial order from providing, the services required under this agreement. You are also required to keep our HRL department informed about any court case pending against you, in any court in India or abroad. You shall also inform the company at the time of joining any case that is pending to which you are a party.

## **2. Political and Communal Activities**

The Company expects you to refrain from involving self in controversial spheres like political parties, communal organizations, etc. You are, of course, free to have his own political and communal ideologies but active involvement in this field is considered inadvisable by the Company, as the personal opinion of the employee may be construed as the opinion or the ideology of the Company with which he is associated. Therefore, it is imperative that the employee keeps away from active political life while in the service of the Company. Company does not endorse any particular political, communal views. Employees shall refrain from using Company's assets, platform to air their personal political, communal affiliations, views.

## **3. Accepting Gifts, Presents / Invitation to Parties and private Functions**

You shall refrain from accepting any gifts or favours in cash or kind, from any vendors, suppliers, business associates, partners of the Company.

In case you are "accepting gifts", the guidelines for this process will be binding on you.

Many suppliers, customers and other parties with whom the Company has business connections, may not only invite the employee to private functions like weddings, house-warming ceremonies, etc., but also offer to pay fares or provide transport for the journey involved in connection with the function and look after the employee's boarding and lodging. In addition, you may also be given gifts, which may be handsome and lavish.

To accept such invitations or gifts, particularly at the cost of the host, will have negative consequences for the Company affecting the image of the Company and as one cannot be selective in such matters, without offending others, it will be impossible to accept all such invitations.

The host may in return expect a favor from the employee or the intention may be to use you to indirectly influence a decision of the Company, in which the host is interested.

Whatever may be the intention of the host and in whichever form the reward is made, you shall refrain from accepting such invitations or presents.

#### **4. Non-discrimination**

The company believes in providing equal opportunity for employment and business relation regardless of gender, nationality, ethnic origin, race, colour, religious and political beliefs. You shall, in the discharge of his duties abide by and uphold this principle of non-discrimination and equal opportunity

### **III. GENERAL**

The Management reserves the right to amend the "RULES & REGULATIONS OF SERVICE AND CONDUCT" from time to time at its sole discretion.

Your agreement as below supersedes all previous oral or written communication, representation, understandings, undertakings or agreement relating to the subject matter included herein.

From:  
Name :  
Emp No :  
DoJ :  
Dept :

To:

**ROBERT BOSCH ENGINEERING AND BUSINESS SOLUTIONS PRIVATE LIMITED**

Dear Sir/Madam,

I acknowledge receipt of:

“RULES & REGULATIONS OF SERVICE AND CONDUCT”.

I agree to abide by the Terms and Conditions contained in the “**RULES & REGULATIONS OF SERVICE AND CONDUCT**”.

Yours faithfully

Date :

Place :

## **MANDATORY JOINING REQUIREMENTS AND DOCUMENTS**

### **Enclosures A:**

- 1) Mandatory documents for onboarding process**
- 2) Information for your reporting**

Please carry the following documents on the day of your joining:

#### **1) Originals of following mandatory documents for verification process**

- Education Certificates : Degree certificate (Degree / Master Degree)
- Age Proof – SSLC Marks sheet ,Passport copy or Aadhar copy
- Provisional Certificate & Course Completion Certificate (only when degree certificate is not available)
- Relieving letter & Experience/Service Letter from your current employer along with photocopy of the document, if the same is not uploaded in the 'First step' tool
- ID proof document : PAN Card, Aadhaar Card, Voter ID/Driving License, Passport
- Two set of photo copies of Aadhaar and Pan Card – Aadhaar is for PF Record
- Cancelled cheque leaf.
- If you are covered under, ESIC - Two post card size full photos of your family (Applicable for associates whose monthly **Gross Salary is less than Rs.21,000/-** (Mandatory)

Note: Submission of above documents is mandatory for your joining at BOSCH

## 2) Information for your reporting

Particulars	Address	Contact details
On boarding at the Company location	Bosch Global Software Technologies Private Limited #123, Industrial Layout, Hosur Road, Koramangala, Bangalore - 560 095, India. <b>Cob</b> : Bosch Global Software Technologies Private Limited BOSCH Campus, Phase 1, CHIL SEZ Unit, Keeranatham Village Coimbatore, Tamil Nadu - 641 035	Ban- Poornima H R (GS/HRS23-IN)  Manojkumar Devaraj (GS/HRS13-IN)
Virtual on boarding	"Skype/MS Teams" link will be shared a day before the on boarding day	
You may please reach out to the contact mentioned above between 9.00 am and 6.00 pm, Monday to Friday for any queries prior to your joining.		



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

---

**2022 : Placed student @ Capgemini - Letter Of Intent - Chaitra B R-  
chaitra.18ec008@sode-edu.in**

1 message

---

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

Thu, Feb 10, 2022 at 9:50 AM

Good Wishes,

**Vidya Bhat**Head - Training, Placement & Industry Liaison  
+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 How to become the Best of yourself!*****"Success is not final, failure is not fatal: it is the courage to continue that counts." - Winston Churchill.***

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

From: **CHAITRA B R E & C** <[chaitra.18ec008@sode-edu.in](mailto:chaitra.18ec008@sode-edu.in)>

Date: Thu, Feb 10, 2022 at 8:54 AM

Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: Vidya Bhat SMVITM Training & Placement Head <[placement@sode-edu.in](mailto:placement@sode-edu.in)>Cc: <[laxmishetty.ec@sode-edu.in](mailto:laxmishetty.ec@sode-edu.in)>

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

From: **Capgemini via Superset** <[notifications@email.joinsuperset.com](mailto:notifications@email.joinsuperset.com)>

Date: Wed, Feb 9, 2022 at 11:27 PM

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: <[chaitra.18ec008@sode-edu.in](mailto:chaitra.18ec008@sode-edu.in)>





Most Ethical  
Company - Eight  
times in a row



We're highly- rated on  
Glassdoor



Capgemini Research  
Institute ranked #1



Our gender balance  
initiatives



Our global client  
stories

Dear Chaitra B R,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Feb 16, 2022 11:59 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB

- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.

Copyright© 2020. All rights reserved by Capgemini.



Date:02-Mar-2022

To

Chethan Kumar B  
INDIA

Dear Chethan Kumar B,

**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.



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**



**Enclosed: Annexure to your offer of employment**

**Acceptance of the Offer**

I, **Chethan Kumar B**, 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	CHETHAN KUMAR B

**Annexure 1**

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

- Name : Chethan Kumar B**
- 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 : Chethan Kumar B

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.



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.



**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 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.

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.





## 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. 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.





**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.

## **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**





## 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 : Chethan Kumar B

Date : Mar 3, 2022





# Mindtree Offer Letter

Final Audit Report

2022-03-03

Created:	2022-03-02
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAkyS1UORpALWQ9r2OV_D2RZ5L2Ad5ZwL_

## "Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)  
2022-03-02 - 6:22:48 PM GMT- IP address: 20.44.36.220
-  Waiting for Signature by Chethan Kumar B (chethan.18ec010@sode-edu.in)  
2022-03-02 - 6:22:53 PM GMT
-  Document e-signed by Chethan Kumar B (chethan.18ec010@sode-edu.in)  
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)  
Signature Date: 2022-03-03 - 12:39:50 PM GMT - Time Source: server- IP address: 157.45.193.71
-  Agreement completed.  
2022-03-03 - 12:39:50 PM GMT



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

---

**Fwd: HCL || Final Confirmation**

2 messages

---

**Deeksha J Salian** <deekshajsalian798@gmail.com>  
To: mithanthaya.office@sode-edu.in

Thu, May 19, 2022 at 12:04 PM

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

From: **Madhumita Murali** <madhumita.m@hcl.com>  
Date: Mon, May 16, 2022, 4:15 PM  
Subject: HCL || Final Confirmation  
To: deekshajsalian798@gmail.com <deekshajsalian798@gmail.com>

Hello Deeksha J Salian,

Thank you for participating in test and interviews on that mentioned schedule.

We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

**Important Points:**

1. CTC offered: INR 6 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24\*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50K to the organization.

**Please Note:**

Your Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:

1. Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in CSE/IT/Circuit Branch only.

-Madhumita Murali

 HCL logo endplate Description automatically generated

::DISCLAIMER::

---

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

---

---

**2 attachments**

 **image001.png**  
4K

 **image001.png**  
4K

---

**Shrikantha Mithanthaya** <mithanthaya.office@sode-edu.in>  
To: Deeksha J Salian <deekshajsalian798@gmail.com>

Thu, May 19, 2022 at 12:25 PM

Congrats

**With Regards,**

**Shrikantha Mithanthaya**

Office Assistant  
Training & Placement Cell  
Shri Madhwa Vadiraja Institute of Technology and Management

Vishwothama Nagar, Bantakal, Udupi, Karnataka.

Mob: 9916943300

E- mail: [mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)

[Quoted text hidden]

June 22, 2022

Mr. Shilpa Lokanatha Amin  
Phone: 9480625813  
Email: shilpa.18cs076@sode-edu.in

Subject: Letter of Offer

Dear Mr. Shilpa Lokanatha Amin,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Shilpa Lokanatha Amin





Vidya Bhat SMVITM Training & Placement Head <placement@sode-edu.in>

---

## Fwd: TCS Offer Letter

1 message

---

**DEEPTHI M POOJARY E & C** <deepthi.18ec013@sode-edu.in>  
To: Vidya Bhat SMVITM Training & Placement Head <placement@sode-edu.in>

Fri, Nov 26, 2021 at 7:13 PM

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

From: **TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>  
Date: Fri, Nov 26, 2021, 6:18 PM  
Subject: TCS Offer Letter  
To: <deepthi.18ec013@sode-edu.in>

Dear **Deepthi Poojary**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS. Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / [ilp.support@tcs.com](mailto:ilp.support@tcs.com)


Warm Regards,  
Talent Acquisition Group  
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====  
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

11/27/21, 9:07 AM

Shri Sode Vadiraja Mutt Education Trust Mail - Fwd: TCS Offer Letter

 **DT20218196457\_OL.pdf**  
722K

June 22, 2022

Mr. Varun R Amin  
Phone: 9900410479  
Email: varun.16cs103@sode-edu.in

Subject: Letter of Offer

Dear Mr. Varun R Amin,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration:	(Amount in Rupees)		
	Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913.00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check.

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Mr. Varun R Amin

10/01/2022

To,  
Guruprasad H Suvarna  
9740648247  
Dept of Electronics and Communications  
Engineering  
Shri Madhwa Vadiraja Institute of Technology and Management  
**Training and Placement under CSR**

Dear Guruprasad H Suvarna

We are pleased to inform you that you have been selected for **CSR-Incubation batch of Technology Training and Placement** which is of free of cost for merit students.

By Palle Technologies, Bangalore.

**The program will begin on 10<sup>TH</sup> Jan 2022 and will complete on 31<sup>ST</sup> April 2022 The Mode of Training will be Online – Using Zoom App.**

**The Training will be conducted every day between 6:30 PM to 8 PM.**

During this Program you will be having Technology Training

1. Monday to Friday – Training, and Saturday Evaluation & interview preparation.

Program features:

1. Aptitude & reasoning training
2. Technology training on Java, OOPs, sql, Web Technologies, & Python
3. Assignments – coding & aptitude
4. System tests on regular basis
5. Coding interview preparation
6. Mock technical interviews
7. Mock HR interviews
8. We will schedule unlimited number of interviews with our esteemed clients with packages starting from 2.4 LPA to 6 LPA until student gets placed
9. Course Completion Certificate will be provided after the successful completion of the Technology training
10. If student misses any one class during training period, then student will be dropped from the program and will not be eligible for free training and placements.
11. If student has not attended any interview scheduled by Palle Technologies, then student will be disqualified from the program and will not be eligible for free training and placements.

Mandatory Requirements while joining:

- (1) Student has to send a photo copy of his or her X, XII mark sheets
- (2) Student has to send a photo copy of Engineering all semester mark sheets up to 6<sup>th</sup> semester
- (3) Student has to send photo copy of Aadhar card
- (4) Student has to send photo copy of college ID proof
- (5) Student has to send his or her pass port size photo

**We look forward to welcome you on board.**

**Sincerely,  
HR Team  
Palle Technologies**



SMVITM Training &amp; Placement Head &lt;placement@sode-edu.in&gt;

## Fwd: ITC Infotech India Ltd – Campus Hiring – 2022 Batch – Selection confirmation

1 message

**KARUNYA E & C** <karunya.18ec017@sode-edu.in>

Fri, Jun 17, 2022 at 1:22 PM

To: Vidya Bhat SMVITM Training & Placement Head <placement@sode-edu.in>

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

From: **KARUNYA E & C** <karunya.18ec017@sode-edu.in>

Date: Thu, 16 Jun, 2022, 4:37 PM

Subject: Re: ITC Infotech India Ltd – Campus Hiring – 2022 Batch – Selection confirmation

To: Sandeep Bhuvaneshwar Chaubey <Sandeep.Chaubey@itcinfotech.com>

Thank you for the opportunity. I'm very happy to accept the offer and looking forward to work with you.

On Thu, 16 Jun, 2022, 11:12 AM Sandeep Bhuvaneshwar Chaubey, <Sandeep.Chaubey@itcinfotech.com> wrote:

Dear Karunya,

**Shri Madhwa Vadiraja Institute of Technology & Management**

Your unique candidate id: 2022AIC1190

Greetings from ITC Infotech India Ltd!

Congratulations! **We take pleasure in informing you that you have been selected in the campus recruitment process of ITC Infotech India Ltd.** Kindly consider this mail as a formal confirmation of your selection as per below details and conditions,

CTC Offered	4.25 LPA
Designation	Associate IT Consultant
Grade	IS1
Joining Location	Bangalore/Coimbatore/Pune/Kolkata/Guwahati (Allocation Basis business requirements)

- You should complete your graduation which you are now pursuing without any backlog at the time of joining.
- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation
- You shall initially undergo a mandatory training program with ITC Infotech, which helps you to transition into the various fresher roles at ITC Infotech and complete the courses offered with the minimum pass percentages indicated therein.
- Further a detailed offer letter indicating the offer stack/terms& conditions/policies will be shared with you upon conclusion of trainings provided by ITC Infotech.
- Your selection and this letter shall be terminated immediately if the above conditions are not met and accordingly the employment offer shall stand revoked immediately without notice.

**In case of any further queries do reach out to us via email with the subject line “Campus Offer Confirmation – 2022 Batch – Candidate Id”**

Please acknowledge the receipt of this mail and indicate your acceptance.

Regards,

**Sandeep Choubey**

**Campus Recruitment Team |Talent Management**

**ITC Infotech India Limited****Visit: <https://www.itcinfotech.com/about-us/>**

Disclaimer: This communication is for the exclusive use of the intended recipient(s) and shall not attach any liability on the originator or ITC Infotech India Ltd./its Holding company/ its Subsidiaries/ its Group Companies. If you are the addressee, the contents of this e-mail are intended for your use only and it shall not be forwarded to any third party, without first obtaining written authorization from the originator or ITC Infotech India Ltd./ its Holding company/its Subsidiaries/ its Group Companies. It may contain information which is confidential and legally privileged and the same shall not be used or dealt with by any third party in any manner whatsoever without the specific consent of ITC Infotech India Ltd./ its Holding company/ its Subsidiaries/ its Group Companies. If this email is received in error, please contact the System Administrator of ITC Infotech India Ltd. at [Information.Security@itcinfotech.com](mailto:Information.Security@itcinfotech.com) by quoting the name of the sender and the email address to which it has been sent and then delete it. Please note that ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies accept no responsibility for viruses, and it is your responsibility to scan or otherwise check this email and any attachments. Please be advised that email communications will not result in an agreement binding ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies. Such contracts should be executed separately and only by managers authorized in this behalf.

Date: 4th February 2022

To

Nagaraja

Dear Nagaraja,

**Sub: Offer of Training and Employment**

This has reference to the selection process for employment opportunity at CognitiveClouds Software Pvt Ltd.

We take pleasure in informing you that you have been selected for appointment in CognitiveClouds as **Software Engineer** subject to the following terms and conditions.

Your Employment onboarding date would be shared with you based on your participation and achieving required milestones as per the training program calendar which will be shared upon acceptance of this offer.

The period of the Training Program is for 30 days. However, the exact duration and nature (Virtual) of the training programme may vary based on the track and specific requirements. Duration and nature of the training shall be communicated upon joining the program.

The Training Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by CognitiveClouds. You are required to ensure your 100% availability and undivided attention during the tenure of the program. You will be continuously assessed and given feedback by experts throughout the training program.

At the end of the training, you'll have to pass the given test. This Employment offer is valid only if you pass the test.



Your annual salary package will be decided based on your performance in the training and the test as mentioned in the table below.

Test score Range	Annual Salary Package in INR
Above 91%	900,000 (600,000 Base + 300,000 Performance Bonus)
Above 81% and up to 91%	600,000 (400,000 Base + 200,000 Performance Bonus)
Above 60% and up to 81%	500,000 (400,000 Base + 100,000 Performance Bonus)

You shall arrange to produce the following documents at the time of reporting for the training or as may be required by CognitiveClouds, for the purpose of completing the joining formalities for the training program. We require copy of the following documents,

- a) Aadhaar card.
- b) Pan card.
- c) 10th, 12th and graduation (all semesters) mark sheets.
- d) Voter ID / Driving license

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 3 days from the date of receipt of this mail and offer document.

For Cognitiveclouds Software Private Limited,

**Santosh B R**  
**People Manager**

ACCEPTED:

Name: \_\_\_\_\_ ( In Capital Letters)

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

This is an electronically generated letter and does not require a signature.

2069938 / ELTP-CAMPUS / 2022

27-May-2022

**Subject: Letter of Intent**

**Dear Namratha,**

This refers to the campus interview that you had attended.

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

- ø You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- ø You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

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

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





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

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)

This Letter of Intent shall cease to be valid on **25-Nov-2022** 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 small rectangular box containing a handwritten signature in blue ink that reads "R. Krishna".

**Krishna Ramaswamy**

**Head - Resource Management Group**

**Annexure A**

**Learning and Certification**

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

To start learning courses use [tmlfh.udemy.com](http://tmlfh.udemy.com) link.

Detailed learning instructions will be communicated separately.

<b>Category</b>	<b>Udemy Course Name</b>	<b>Course Duration (in Hrs)</b>
Programming Foundations	Programming 101	4
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery	20.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	6.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2021	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2021	6.5
Communication	The Art of Communications ? Become a Master Communicator	3.25
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.36
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

### Annexure B

<b>Total Cost to Company (TCC) (Per Annum)</b>	<b>260000</b>
<b>Components of Total Cost to Company</b>	<b>INR. (Per Annum)</b>
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
<b>Flexible Components of TFP ^</b>	<b>12787</b>
<b>Total Fixed Pay (Per Annum)</b>	<b>223482</b>
Total Variable Pay (TVP) (Per Annum) (*)	24831
<b>Total....(A)</b>	<b>248313</b>
<b>Additional Benefits....(B)</b>	<b>11687</b>
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
<b>Total Cost to Company (Per Annum) -----(A) + (B)</b>	<b>260000</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 C

<b>Total Cost to Company (TCC) (Per Annum)</b>	<b>325000</b>
<b>Components of Total Cost to Company</b>	<b>INR. (Per Annum)</b>
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
<b>Flexible Components of TFP ^</b>	<b>28428</b>
<b>Total Fixed Pay (Per Annum)</b>	<b>280985</b>
Total Variable Pay (TVP) (Per Annum) (*)	31221
<b>Total.....(A)</b>	<b>312206</b>
<b>Additional Benefits....(B)</b>	<b>12794</b>
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
<b>Total Cost to Company (Per Annum) -----(A) + (B)</b>	<b>325000</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 (GPAI) coverage:</b> You would be enrolled under the Company's GPAI 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 &lt;mithanthaya.office@sode-edu.in&gt;

---

**2022 Batch student placed at Hexaware Technologies || GET Select Open Hiring  
2022 Batch || - Aditya Nayak -ECE -adithya.18ec021@sode-edu.in**

1 message

---

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

Mon, Mar 7, 2022 at 9:25 AM

**Share congratulatory message**  
Good Wishes,**Vidya Bhat**Head - Training, Placement & Industry Liaison  
+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 How to become the Best of yourself!**  
**Do the best you can and be the best!**  
**Expect the best and you will get the best!**

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

From: **Adithya Nayak** <[adithya.18ec021@sode-edu.in](mailto:adithya.18ec021@sode-edu.in)>  
Date: Sat, Mar 5, 2022 at 1:39 PM  
Subject: Fwd: Hexaware Technologies || GET Select Open Hiring 2022 Batch ||  
To: Vidya Bhat SMVITM Training & Placement Head <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

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

From: **campusconnect** <[campusconnect@hexaware.com](mailto:campusconnect@hexaware.com)>  
Date: Fri, 4 Mar 2022, 2:00 pm  
Subject: Hexaware Technologies || GET Select Open Hiring 2022 Batch ||  
To: [adithya.18ec021@sode-edu.in](mailto:adithya.18ec021@sode-edu.in) <[adithya.18ec021@sode-edu.in](mailto:adithya.18ec021@sode-edu.in)>

Dear Adithya Ravindra Nayak,

**Greetings from Hexaware Technologies!****Congratulations! We are delighted to inform you that you have been selected in our GET - Virtual Open Hiring recruitment process – 2022.**

**Superset ID: 1380658**



<b>CTC Offered</b>	4,00,000 Per annum
<b>Designation</b>	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – GET Virtual Campus recruitment process.

Further details on their Letter of Intent will be shared subsequently.

Warm Regards,

### Campus Recruitment Team

 A picture containing text Description automatically generated  
 Text Description automatically generated with low confidence



This e-mail communication and any attachments to it are confidential and privileged to Hexaware and are strictly intended only for the personal and confidential use of the designated recipient(s) named above. If you are not the intended recipient of this message, you are hereby notified that any review, dissemination, distribution or copying of this message is strictly prohibited and may be unlawful.

Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.

**10 attachments**



**image001.png**  
4K

Unbox Your Potential



**image002.jpg**  
5K



**image003.png**  
3K





**image004.png**  
3K



**image005.png**  
3K



**image006.png**  
3K



**image007.png**  
3K



**image008.png**  
3K



**image009.png**  
2K



**image010.png**  
2K



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

## Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

1 message

**NEHA KINI E & C** <neha.18ec023@sode-edu.in>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Mon, Apr 11, 2022 at 11:56 AM

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

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>

Date: Thu, 24 Mar 2022, 12:34 pm

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: &lt;neha.18ec023@sode-edu.in&gt;



Most Ethical  
Company - Eight  
times in a row



We're highly- rated on  
Glassdoor



Capgemini Research  
Institute ranked #1



Our gender balance  
initiatives



Our global client  
stories

Dear NEHA KINI,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.

Copyright© 2020. All rights reserved by Capgemini.

June 22, 2022

Mr. Sowmya Prabhu S  
Phone: 9483745974

Subject: Letter of Offer

Dear Sowmya Prabhu S,

Further to your application and subsequent interview, we have the pleasure to invite you to join our organization as member of the Unix Management team as an iSeries Administrator, on annual gross salary of Rs. 550,000/-. Your salary will be structured as follows:

Remuneration :	(Amount in Rupees) Amount		
A Basic	: Rs	18,333.00	Per month
HRA(40% of the Basic)	: Rs	7,333.00	Per month
Conveyance Allowance	: Rs	1,600.00	Per month
Special Allowance	: Rs	11,913 .00	Per month
B Meal Vouchers	: Rs	2,000.00	Per month
C Medical	: Rs	1,250.00	Per month
D LTA	: Rs	19,250.00	Per annum
E Contribution to Provident Fund	: Rs	21,600.00	Per annum
<b>Total Annual Package</b>	<b>: Rs</b>	<b>550,000.00</b>	<b>Per annum</b>

As per your discussions with the recruitment team you are requested to join the Bangalore offices of IPsoft Global Services Pvt.Ltd on July 25, 2022 . Kindly let us know your acceptance by signing and faxing back a copy of this letter at 213-709-5010 confirming your acceptance so that we may reserve this opportunity for you. Your offer is contingent upon successful completion of pre-employment screening, including a background check .

Welcome aboard! You will find IPsoft to be an exciting place to grow and work in.

Best regards,

Agreed and accepted

Lina Sirotn  
Human Resources  
IPsoft Incorporated

\_\_\_\_\_  
Sowmya Prabhu S

## CSR Campus Drive - 2022

Dear **Prasad J Shettigar**,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process 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 FULL STACK 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.30,000/- 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 ranging 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,



**Madhusudan. H**

**Campus Head - INDIA**

## CSR Campus Drive - 2022

Dear **Preethi**,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process 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 FULL STACK 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.30,000/- 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 ranging 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,



**Madhusudan. H**

**Campus Head - INDIA**



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

## 2022 - Insemi - Placed students list

1 message

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

Mon, Dec 27, 2021 at 10:49 AM

Pls share congratulatory email. Let me know how many are first offers in this

Good Wishes,



**Vidya Bhat**  
Head - Training, Placement & 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 achieve your Dreams!**

Do not wait. The time will never be "just right".  
Start where you stand, and work with whatever  
tools you may have at your command.  
Better tools will be found as you go along.  
- George Herbert

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

From: **Joseph Raj** <[joseph.raj@insemitech.com](mailto:joseph.raj@insemitech.com)>  
Date: Fri, Dec 24, 2021 at 6:03 PM  
Subject: Final Selected & Yet to Offer  
To: [placement@sode-edu.in](mailto:placement@sode-edu.in) <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

Hi Vidya,

Please find the list of students who has gone through Written Test & TWO Technical discussion.

Kindly inform the students as they will receive the offer letter within 1<sup>st</sup> week of January 2022.

Student Name	Contact Number	Email-ID
RAJESH C	7406828484	<a href="mailto:rajesh.18ec030@sode-edu.in">rajesh.18ec030@sode-edu.in</a>



BHOOMIKA J S	9449317756	<a href="mailto:bhoomika.18ec007@sode-edu.in">bhoomika.18ec007@sode-edu.in</a>
DEEPTHI	8884801934	<a href="mailto:deepthi.18ec013@sode-edu.in">deepthi.18ec013@sode-edu.in</a>
RIYA PRABHU	7760479671	<a href="mailto:riya.18ec032@sode-edu.in">riya.18ec032@sode-edu.in</a>

Thanks & Regards,

Joseph

Senior Staff Recruitment - TA | [www.insemitech.com](http://www.insemitech.com)

Insemi Technology Services Pvt. Ltd.

Plot No. 118, Rao Tower of Neil Rao Towers, [EPIP Phase 1](#),



#3E,



Whitefield, Bengaluru 560066, India |

Mobile: +91 8123804354

---

#### 4 attachments



**image001.png**  
3K



**image003.png**  
3K



**image005.png**  
2K

**image007.png**



55K

Date: **20 May 2022**

**Rathnashree R Acharya,**  
Mangalore

Date of Joining: **08 August 2022**

**Subject: Offer Letter and Terms of Employment**

Dear **Rathnashree,**

**Congratulations!** We are delighted to offer you a position of “**Software Engineer (D2)**” with **Novigo Solutions Private Limited**. You will be eligible for Stipend of **Rs 10,000/-** per month for the first 3 months post which your total compensation cost will be **Rs. 3,24,060** per annum as per structure defined in Annexure A.

Kindly confirm your acceptance of this offer by email, proposing your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of **Novigo**. On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by **Novigo**.

- 1. Unauthorized absence from work:** Your unauthorized absence from work for a continuous period of more than three days without leave or obtaining your manager’s approval, will be treated as absconding from duty, and in the event that you do not report for work within ten days from the date of absence, it will be treated as “voluntary abandonment of service” and shall be deemed that you are no longer interested in the employment and have resigned from the services of the company of your own accord. In such an event you shall be liable to refund the salary in lieu of shortfall in notice period and other dues payable to the company, as specified.
- 2. Location:** Your initial posting will be in Mangalore. However, your services are transferable anywhere in India as also anywhere abroad, where the affiliates of the Company do business. In case your services are transferred to any of our group Companies, you are required to abide by the rules and regulations pertaining to that company. You will carry out your duties as per the instructions of your superiors from time to time.
- 3. Compensation:** Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills, specific background and professional merit. This information should be treated as personal and confidential and should not be shared with anyone.
- 4. Probation Period:** You will be on probation for three months from the start date of your employment and your confirmation will be communicated to you in writing after the probation period. During this period, either party may terminate the employment by providing 30 calendar days prior notice to the other party. 08 November 2022 will be considered as Start Date of employment for this purpose. (After completion of Stipend Period).

5. **Notice Period:** After the three months' probation, the prior notice period required by either party for future termination will be 90 calendar days.

Subject to terms and conditions set forth herein below.

- The employment offered under this agreement shall be valid until either party terminates it by giving to the other party the number of days of prior notice specified above. Such notice may be given at any time during the course of employment. You are employed by Novigo Solutions "at will" and not for any specific term.
  - In the event an employee requests for adjustment of his/her un-availed casual leave against the stipulated notice period then the company may in its discretion agree to do so.
  - Novigo Solutions reserves the right, at its sole discretion, to terminate your employment without providing the required period of notice, by paying 3 month's Basic salary in lieu of notice.
  - In the event an employee's performance is not satisfactory and does not meet company's expectation, the company reserves the right to terminate the employment by providing 90 calendar days' notice.
  - In the event you do not provide the required period of notice, before voluntarily terminating your employment, Novigo Solutions reserves its right to forfeit your salary as per the requisite notice period duration. In addition, Novigo Solutions will also be entitled to adjust any amounts outstanding against you from your salary, accrued vacation or expense reimbursements, as may be legally permissible.
  - You acknowledge that if you fail to provide the agreed notice period, Novigo Solutions is bound to suffer substantial damages caused due to improper transition of work, delay in completion of project, hiring and training of your replacement as per our client's requirements. Therefore, considering the gravity of damages that could be suffered by the company, the company reserves its right to assess and recover such damages from you as it deems fit.
  - In case of breach of these Terms of Employment or misconduct (which includes failure to return to work after vacation, absconding from work, taking actions injurious to Novigo Solutions business or reputation, undertaking fraudulent acts, obtaining a criminal conviction), Novigo Solutions may terminate your employment during probation or after, without prior notice and without any payment in lieu of notice, and all benefits shall be withdrawn with immediate effect.
  - There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.
6. **Service Bond:** You will have to sign a service bond of **Rs 1,00,000/-** which is for a period of 1 year from date of joining (DOJ - 08 November 2022 - After completion of Stipend Period).
7. **Working Hours:** Office working hours will be 9.00 AM to 6.00 PM and 5 working days in a week except Novigo mentioned holidays (Including National holidays and Regional holidays). Client location work timings and holidays will be applicable in case of travel.
8. **Code of Conduct:** It is imperative for you to go through and fully comprehend Novigo Solutions Code of Conduct and abide by it. This shall require you to read the Code of Conduct and signify your acceptance in writing.

9. **Background Check:** This clause is applicable during your probation period also. Your appointment is subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically cancelled and your services will be terminated. If required, Novigo Solutions may also conduct client specific background checks regarding you after the commencement of your employment, in the event that a Novigo Solutions client requires background checks to be conducted as an eligibility condition for working on projects if you are to be staffed to any such project. In the event any client prescribed background checks are to be conducted, you will be required to cooperate fully in the exercise and disclose the relevant information required from you for successfully completing such background check. Based on the results of such background check, Novigo Solutions reserves the right to withdraw your staffing on such project, or to take disciplinary action against you as appropriate.

This letter supersedes all other communication or commitments, if any, made during the selection process.

To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in on all the pages & in the space specified below.

**We look forward to having you in our team.**

Yours Sincerely,  
For **Novigo Solutions**

SHIHAB KALANDAR - Director - Human Resource

**Date: 20 May 2022**

**Place: Mangalore**

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

*(Signature of the employee)*

**Date:**

**Place:**

**Annexure A: Salary breakup Monthly, Annually and other benefits.**

<b>Novigo Solutions Private Limited</b> <b>Empire Building, 4<sup>th</sup> Floor, MG Road, Mangalore-575003</b>		
SALARY DETAILS		
NAME	Rathnashree R Acharya	
DESIGNATION	Software Engineer	
	Monthly Salary	Annual Salary
PARTICULARS	AMOUNT (INR)	
BASIC	5,251	63,012
DA	5,251	63,012
HRA	4,201	50,412
STATUTORY BONUS	875	10,500
CHILDREN EDUCATION ALLOWANCE	200	2,400
HOSTEL EXPENDITURE ALLOWANCE	600	7,200
LEAVE TRAVEL ALLOWANCE	438	5,256
MOBILE/INTERNET ALLOWANCE	500	6,000
SPECIAL ALLOWANCE	2,425	29,100
<b>MONTHLY GROSS (MG)</b>	<b>19,741</b>	<b>2,36,892</b>
RETIREMENT BENEFITS		
Company Contribution to PF	1,260	15,120
<b>FIXED GROSS = MG + RETIRALS</b>	<b>21,001</b>	<b>2,52,012</b>
Annual Variable	3,333	39,996
Joining Bonus	666	7,992
Gratuity	505	6,060
Mediclaime Insurance	1,500	18,000
<b>TOTAL COST TO COMPANY</b>	<b>27,005</b>	<b>3,24,060</b>

- Annual Variable will be paid at the end of 1-year completion from the date of joining and is linked to the individual performance and company performance for the financial year.
- Joining bonus will be paid at the end of 6 months completion from the date of joining.
- For Payment of Annual Variable & Joining Bonus, 08 November 2022 will be considered as Date of Joining (After completion of Stipend Period).
- Gratuity - Eligibility for payment of Gratuity is a minimum of 5 years of continuous service in the company.

**Benefits / Flexible Reimbursements**

You will be covered under the medical insurance coverage policy for expenses related to hospitalization due to illness, disease or injury for self & 3 (three) dependents which can be Spouse, 2 dependent children up to 25 years or 2 dependent employee parents up to 80 years as per coverage mentioned below. Maximum dependents can be 3 members and any addition of dependents (as mentioned above), the nominal cost need to be borne by the employee. Other Insurance benefits are mentioned below.

Medical Insurance Cover of INR 3,00,000/- (Rupees Three Lakh Only)

Accidental Life Insurance Cover of INR 10,00,000/- (Rupees Ten Lakh Only)

Gratuity Life Insurance Cover of INR 2,00,000/- (Rupees Two Lakh Only)



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

## Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

1 message

**SAGAR SHETTY E & C** <sagar.18ec033@sode-edu.in>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Mon, Apr 11, 2022 at 11:51 AM

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

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>

Date: Thu, 24 Mar, 2022, 12:36 pm

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: &lt;sagar.18ec033@sode-edu.in&gt;



Most Ethical  
Company - Eight  
times in a row



We're highly- rated on  
Glassdoor



Capgemini Research  
Institute ranked #1



Our gender balance  
initiatives



Our global client  
stories

Dear Sagar Shetty,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.



**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.

Copyright© 2020. All rights reserved by Capgemini.



## Fwd: FW: HCL ||Pool Campus || Final Confirmation|| 2022

**SINCHANA L SHETTY E & C** <sinchana.18ec038@sode-edu.in>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Mon, Dec 13, 2021 at 2:53 PM

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

From: **Garima Chawla** <garima.chawla@hcl.com>  
Date: Thu, Dec 2, 2021, 12:56 PM  
Subject: FW: HCL ||Pool Campus || Final Confirmation|| 2022  
To: [placement@vtu.ac.in](mailto:placement@vtu.ac.in) <placement@vtu.ac.in>  
Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Preeti Sharma <preeti.sh@hcl.com>

Classification: **Public**

<< Candidates marked in BCC>>

Dear Sir/Ma'am,

Thank you for your wonderful support in arranging the virtual campus drive.

The below students have been selected for the opportunity with HCL, please communicate to the respective students on his/her selection with HCL.

S.No	Student Name	Email	Graduation College	Graduation Specialization
1	Ramya B V	<a href="mailto:ramya0112000@gmail.com">ramya0112000@gmail.com</a>	Government Engineering College, Hassan.	ECE
2	Bhakti	<a href="mailto:bhaktichandilkar@gmail.com">bhaktichandilkar@gmail.com</a>	Jain College of Engineering and Research	CSE
3	Siddarth M Muchadi	<a href="mailto:muchadisiddarth@gmail.com">muchadisiddarth@gmail.com</a>	Jawaharlal Nehru New College of Engineering, Shimoga	ECE
4	Adarsh K	<a href="mailto:aadarshkk17@gmail.com">aadarshkk17@gmail.com</a>	JNNCE	CSE
5	Nehana S M	<a href="mailto:nehanasm3@gmail.com">nehanasm3@gmail.com</a>	Jss Academy of Technical Education	CSE
6	Vaishnavi Nandyal	<a href="mailto:vaishnavinandyal@gmail.com">vaishnavinandyal@gmail.com</a>	Jss academy of technical education	ECE
7	Rashmi C R	<a href="mailto:rashmicrgowda@gmail.com">rashmicrgowda@gmail.com</a>	JSS ACADEMY OF TECHNICAL EDUCATION, Bangalore	ECE
8	SHREYAS T	<a href="mailto:shreyast3103@gmail.com">shreyast3103@gmail.com</a>	JSS Academy Of Technical Education,Bangalore	CSE
9	Lathashree K V	<a href="mailto:lathashreekv5@gmail.com">lathashreekv5@gmail.com</a>	JSS academy of Technical Education Bangalore	ECE
10	PRAJNA B R	<a href="mailto:prajnarajeev@gmail.com">prajnarajeev@gmail.com</a>	JSSATE B	CSE
11	Chinmayee V Bhat	<a href="mailto:chinmayeevhat@gmail.com">chinmayeevhat@gmail.com</a>	JSSATEB	ECE
12	Fariya N	<a href="mailto:fariya2700@gmail.com">fariya2700@gmail.com</a>	K S institute of Technology	CSE
13	Pooja s	<a href="mailto:shivraj.pooja61@gmail.com">shivraj.pooja61@gmail.com</a>	K S Institute Of Technology	ECE
14	Bhashyam Keerthikumar	<a href="mailto:bhashyamkeerthikumar@gmail.com">bhashyamkeerthikumar@gmail.com</a>	K S School Of Engineering And Management	CSE
15	Gayana H G	<a href="mailto:gayanahg2000@gmail.com">gayanahg2000@gmail.com</a>	K S School of Engineering and Management	CSE
16	Srividya H.R.	<a href="mailto:srividyah21@gmail.com">srividyah21@gmail.com</a>	K.S. Institute of Technology	CSE
17	Harsh Sharma	<a href="mailto:harshblue9204@gmail.com">harshblue9204@gmail.com</a>	KSIT	ECE
18	LIKHITH N	<a href="mailto:likhithn051@gmail.com">likhithn051@gmail.com</a>	Kalpataru Institute of Technology	ISE
19	Kavya K	<a href="mailto:kavyak9743@gmail.com">kavyak9743@gmail.com</a>	Kalpataru institute of technology	ECE
20	Ranganathaswamy Y S	<a href="mailto:ranganathswamy.ys@gmail.com">ranganathswamy.ys@gmail.com</a>	Kalpataru Institute Of Technolgy	ECE
21	Sudeep Kamatagi	<a href="mailto:sudeepsk122000@gmail.com">sudeepsk122000@gmail.com</a>	KLECET	ECE

22	SHIVAPRASAD S BANNATTI	<a href="mailto:shivaprasadsb99@gmail.com">shivaprasadsb99@gmail.com</a>	KLE COLLEGE OF ENGINEERING AND TECHNOLOGY, CHIKODI	ECE
23	Nandini patil	<a href="mailto:nandinipatil8258@gmail.com">nandinipatil8258@gmail.com</a>	KLE Dr MS Sheshgiri college of engineering and technology Belagavi	EEE
24	Deepa D Kajagar	<a href="mailto:deepadk99@gmail.com">deepadk99@gmail.com</a>	KLE Dr M S Sheshgiri college of engineering and technology	CSE
25	Tulsi A Nadgir	<a href="mailto:tulsianadgir@gmail.com">tulsianadgir@gmail.com</a>	KLE Institute of Technology	ISE
26	Shivani S Kabbe	<a href="mailto:shivaniskabbe28@gmail.com">shivaniskabbe28@gmail.com</a>	KLE Institute of Technology	ISE
27	Suchit Ijantakar	<a href="mailto:bijantakar@gmail.com">bijantakar@gmail.com</a>	KLE Institute of Technology	CSE
28	Abhishek Mudaliar	<a href="mailto:abhishekmudaliar14@gmail.com">abhishekmudaliar14@gmail.com</a>	kle msscet	CSE
29	Roopa C Ayyanagoudar	<a href="mailto:roopaayyanagoudar@gmail.com">roopaayyanagoudar@gmail.com</a>	KLS VEDIT COLLEGE HALIYAL	ECE
30	Pallavi Galagali	<a href="mailto:pallavisg670@gmail.com">pallavisg670@gmail.com</a>	KLS Vishwanath Rao Deshpande Institute of Technology, Haliyal	ECE
31	Venkata pavithra S	<a href="mailto:venkatapavithras@gmail.com">venkatapavithras@gmail.com</a>	MVJ college of engineering	ECE
32	Mohammed Zaid Jeelani	<a href="mailto:zaidjeelani96@gmail.com">zaidjeelani96@gmail.com</a>	MVJ College of Engineering	ISE
33	Dheeraj P	<a href="mailto:dheerajp7397@gmail.com">dheerajp7397@gmail.com</a>	Mvj college of engineering	ECE
34	Rakesh Kumar Pasupuleti	<a href="mailto:rakeshkumarrd2@gmail.com">rakeshkumarrd2@gmail.com</a>	MVJ College of Engineering, Bangalore	ISE
35	Mohammed Shahan Kadambar	<a href="mailto:4pa18cs064@pace.edu.in">4pa18cs064@pace.edu.in</a>	P. A. College of Engineering	CSE
36	Megha R Kulkarni	<a href="mailto:meghakulkarni2000@gmail.com">meghakulkarni2000@gmail.com</a>	Poojya dodappa appa college of engineering	CSE
37	Mirza Awais Baig	<a href="mailto:awaisbaig2959@gmail.com">awaisbaig2959@gmail.com</a>	Poojya Doddappa Appa College Of Engineering	CSE
38	MEHTAJ BANU	<a href="mailto:mehtaj.ece.rymec@gmail.com">mehtaj.ece.rymec@gmail.com</a>	R Y M Engineering College Bellary ,Karnataka.	ECE
39	Pratibha Deshak	<a href="mailto:pratibha.deshak@gmail.com">pratibha.deshak@gmail.com</a>	Rajarajeshwari college of engineering banglore	CSE
40	Suneeraj K S	<a href="mailto:athreyasusha@gmail.com">athreyasusha@gmail.com</a>	Rajarajeswari College of Engineering	CSE
41	Afzal Ulla	<a href="mailto:afzalullarrce@gmail.com">afzalullarrce@gmail.com</a>	RajaRajeswari College Of Engineering	CSE
42	Imam Hussain	<a href="mailto:hussain.eee.rymec@gmail.com">hussain.eee.rymec@gmail.com</a>	Rao Bahadur Y Mahabaleshwara Engineering College	EEE
43	Rohit A Bhat	<a href="mailto:rohit.cse.rymec@gmail.com">rohit.cse.rymec@gmail.com</a>	Rao Bahadur Y Mahabaleshwarappa Engineering College	CSE
44	Deepika M M	<a href="mailto:deepikagowdamm@gmail.com">deepikagowdamm@gmail.com</a>	BGS Institute Of Technology	ECE
45	Bharath DS	<a href="mailto:bharathds32411@gmail.com">bharathds32411@gmail.com</a>	BGSIT	ECE
46	Kishor L D	<a href="mailto:kishorld318@gmail.com">kishorld318@gmail.com</a>	BGSIT	CSE
47	Chethan S	<a href="mailto:chethansec06@gmail.com">chethansec06@gmail.com</a>	BGS Institute Of Technology	ECE
48	Yashwanth Gowda P	<a href="mailto:yashwanthgowdap2000@gmail.com">yashwanthgowdap2000@gmail.com</a>	BGS Institute of technology	ECE
49	Arpitha Gowda SG	<a href="mailto:arpithagowdasg@gmail.com">arpithagowdasg@gmail.com</a>	BGS Institute of Technology, BG Nagar	ECE
50	Rohit Gavimath	<a href="mailto:blde.ece.rohitpg@gmail.com">blde.ece.rohitpg@gmail.com</a>	BLDEA's V P Dr PG Halakatti College of Engineering & Technology	ECE
51	Vijaylaxmi Gadyal	<a href="mailto:vijaylaxmigadyal@gmail.com">vijaylaxmigadyal@gmail.com</a>	BLDEA'S V.P Dr P.G Halakatti College of Engineering and Technology	ECE
52	Anu K R	<a href="mailto:anuramesh313@gmail.com">anuramesh313@gmail.com</a>	Channabasaveshwara institute of technology	CSE
53	Sukshith S	<a href="mailto:sukshithdhara08@gmail.com">sukshithdhara08@gmail.com</a>	Channabasaveshwara Institute OF Technology	ECE
54	R lakshmi sai chetana nath	<a href="mailto:grcnath@gmail.com">grcnath@gmail.com</a>	city engineering college	CSE
55	DARSHAN GOWDA N	<a href="mailto:darshangowdan14@gmail.com">darshangowdan14@gmail.com</a>	DON BOSCO INSTITUTE OF TECHNOLOGY	ECE
56	Pavan N	<a href="mailto:pavann8774@gmail.com">pavann8774@gmail.com</a>	Don Bosco Institute of Technology	ECE

57	Meghana M S	<a href="mailto:meghana.ms002@gmail.com">meghana.ms002@gmail.com</a>	Dr T Thimmaiah Institute of Technology	CSE
58	Kavya G U	<a href="mailto:kavya.bridge@gmail.com">kavya.bridge@gmail.com</a>	Dr. T Thimmaiah Institute of Technology	CSE
59	DHANUSH N	<a href="mailto:dhanushnswamy53@gmail.com">dhanushnswamy53@gmail.com</a>	DR. T. THIMMAIAH INSTITUTE OF TECHNOLOGY	CSE
60	Asha S	<a href="mailto:ashasunkara20018@gmail.com">ashasunkara20018@gmail.com</a>	GM Institute of Technology	CSE
61	Soniya B S	<a href="mailto:soniyabs256@gmail.com">soniyabs256@gmail.com</a>	GM Institute Of Technology	ISE
62	B Priya	<a href="mailto:priyashivaprasad904@gmail.com">priyashivaprasad904@gmail.com</a>	GM institute of technology	ECE
63	Nagachandan P	<a href="mailto:nagachandanp@gmail.com">nagachandanp@gmail.com</a>	GM institute of technology	ISE
64	Diksha M M	<a href="mailto:dikshamm2000@gmail.com">dikshamm2000@gmail.com</a>	GM Institute of Technology, Davanagere	



image001.jpg  
54K

**\* Personal and Confidential \***

**Ms. Sowmya Devadiga**

Shri Madhwa vadiraja institute of technology and management, CANDIDATE ID :  
6827569,

Bosch Global Software Technologies  
Private Limited, 123 Industrial Layout,  
Hosur Road, Koramangala, Bangalore -  
560 095, India. Tel: +91 80 6657 5757  
Fax. +91 80 6657 1404 CIN:  
U72400KA1997PTC023164  
[www.bosch-softwaretechnologies.com](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/61499/2022**

**Date: 05-Jul-2022**

Dear **Ms. Sowmya Devadiga**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

### **1. Compensation**

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

### **2. Retirement**

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

The management reserves the right to amend the retirement age from time to time at its sole discretion, and these amendments shall be notified and binding on all Employees on the rolls of the Company with immediate effect.

### **3. Benefits**

You will be entitled to leave benefits of Earned Leave (18 days) and General Leaves (12 days) as per the prevailing Leave policy. The company reserves the rights to alter / amend the leave rule from time to time including leave entitlements.

You will be entitled to a) Hospitalization Insurance - for self and family (for spouse and children up to the age of 23 years) b) Personal Accident Insurance - for self only c) Life Insurance - for self only.

### **4. Integrity**

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure II**.

### **5. Condition of Hire**

5.1. The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company.

5.2. In accordance with the provisions of the Companies Act 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. Further, if you have any trade or business interest with relations mentioned in **Annexure II** here-in-below and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, you shall inform the management of the Company on becoming aware of any proposed transactions through such relations in the future of your employment duration.

5.3. This employment offer is made based on the information given by you in the BGSW application form, but not limited to the education/ experience certificates and any other relevant documents submitted to us. In case company finds at any time, the information given by you is incorrect, untrue or incomplete, the company shall have the right to terminate the employment-at any time without notice or salary in lieu of notice period.

5.4. If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with BGSW and / or undertake a business that is in competition with BGSW. In the event you leave the Company within **One year** after such training period as mentioned in this clause 5.2, the Company will be entitled to recover the costs from you, incurred by the Company towards such training.

5.5. Background Check : Company would be conducting a background and reference check of your employment details. Your appointment is contingent upon satisfactory report of the background check conducted by our company's approved agency.

If the outcome of the Background verification is not satisfactory, the company has the right to withdraw this Offer of appointment without any notice or Compensation in lieu of notice at its sole discretion. This includes the right to take any appropriate action against you, including, but not limited to termination of your employment.

## **6. Transferability**

Initially you will be posted at our "**Bangalore/Coimbatore/Hyderabad/ Pune**" location, however you may be transferred to provide your services to any of our existing / future establishments of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

## **7. Termination**

The notice period for termination of employment on either side shall be three months. Company shall have an option of making payment in lieu of



notice period at its discretion.

When payment in lieu of notice is offered by the company, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

## **8. Training Period**

You will be on training for a period of 2 months from the date of your joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

## **9. Acceptance and Commencement**

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter. If you do not confirm your acceptance, this offer will be withdrawn.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

The terms mentioned in this offer of appointment / appointment order supersedes all previous oral or written communication, representation, understandings, undertakings or agreement relating to the subject matter included herein.

**Bosch Global Software Technologies Private Limited**

Digitally Signed By

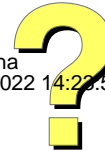
Signer: GANESAN SENTHILKUMAR  
Date: Tue, Jul 5, 2022 15:02:59 IST



Senthilkumar Ganesan  
Senior Project Manager  
(Human Resources)

Digitally Signed By

Signer: A S Amudha  
Date: Tue, Jul 5, 2022 14:22:58 IST



Amudha A S  
Process Lead  
(Human Resources)

**This offer letter contains**

- A. Annexure I – Compensation details
- B. Annexure II - Rules and Regulations & Code of Conduct
- C. Enclosure A
  - 1) Mandatory documents for onboarding process
  - 2) Information for your reporting

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

I agree and accept the above terms and conditions and confirm that I will join services on \_\_\_\_\_

\_\_\_\_\_

Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

**Annexure I**

Personal and Confidential		
		05-Jul-2022
Compensation and Benefits Plan		
<b>Name:</b>	Ms. Sowmya Devadiga	
<b>Qualification:</b>	B.Tech/B.E	
<b>Designation:</b>	Associate Software Engineer	
<b>Level:</b>	50	
Components	Per Month	Per Annum
	Rs.	Rs.
<b>Cash Components</b>		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
<b>Gross Salary</b>	<b>35,586</b>	<b>4,27,038</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
<b>Total Retirals / Statutory Contribution</b>	<b>2,522</b>	<b>30,258</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>42,704</b>
<b>Total Cost to Company</b>	<b>38,108</b>	<b>5,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>13,200</b>

The aforementioned perquisites are subject to alteration and amendment.

\* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

\*\* The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

**This is a system-generated letter. No signature is required.**

## **Annexure II**

### **RULES & REGULATIONS OF SERVICE AND CONDUCT APPLICABLE IN BGSW**

Dear Associate,

Please note the Rules & Regulations ('Regulations') applicable in respect of your employment with Bosch Global Software Technologies Private Limited ('BGSW' or 'Company') are as hereunder: These rules and regulations of service and conduct are subject to amendments by way of notification by the management of the Company ('Management') at their discretion and shall be binding on all Employees on the rolls of the Company whenever such amendment takes place with immediate effect.

Violation of any of these Regulations or engaging in any unlawful activity may invite disciplinary proceedings including loss of pay, termination of services at the sole discretion of Management.

#### **I RULES & REGULATIONS OF SERVICES**

##### **1. Working Hours, Holidays and Leaves**

You will be governed by the company policy on working hours and holidays as applicable to your category and location of posting. You may also be required to work in shifts including night shifts to support the business requirement as and when required or to support business exigencies.

The normal working hours of day shift are from 9:00 am to 6:00 pm, from Monday to Friday every week. The Company at the start of every year releases list of paid holidays for the year.

Refer the leave policy for the details of your entitlement of the leave benefits of Earned Leave and General leave.

##### **2. Attendance**

You are required to mark your attendance daily. Non marking of attendance shall be treated as unpaid leave, unless it is regularized by following the procedure as specified.

- a) You are expected to be available in the office premises during the required hours or as intimated by the manager / department.
- b) In case you are "working from home", the guidelines for this process will be binding on you.

- c) You shall follow the working hours and system for recording attendance as specified by the Management as prescribed from time to time.
- d) You shall not absent himself without prior permission as per proper leave procedure and shall furnish valid reasons for such absence. The company reserves the right to reject the application for leave in case of any emergency. You can apply for regularization of leave, however the company shall have the right to reject such application if it is found that such reason for regularization is not genuine or that it was possible to take permission prior to absenting.
- e) You shall conduct yourself in such a manner to set an example to others especially those who report to you or colleagues working with you.

### **3. Basic Salary and Other Allowances, increments and Promotions**

Salary is paid to associates on a monthly basis within the timelines specified by law.

The salary, allowances and entitlements are subject to changes at the discretion of the Company. Changes in your salary, level shall be notified to you. Payment of salary shall be adjusted for unpaid leaves and shall be subject to all statutory deductions.

Salary increments and promotions will be based on the company prevailing Compensation and Promotion policy.

- a) You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, the company frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions and other corporate actions. If any such action relates to your role / position, you agree to cooperate with the company and take any necessary steps to ensure a smooth transition
- b) The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times
- c) You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of the company
- d) Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- e) Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with the company.

#### **4. Unauthorized absences from work**

In case of any of the following situations, it shall be deemed that you have abandoned the services of the Company, which shall be treated as resignation by you without notice leading to termination of your services.

- 1) Unauthorized leave for more than seven (7) days
- 2) During transfers / deputation within India or outside India not reporting service on the date and at the location as specified by the Company
- 3) Medically unfit to resume work beyond the granted leaves

In any of the above and such similar events you shall be liable to refund the salary in lieu of shortfall in notice period and other dues, assets payable to the company, as specified.

#### **5. Travel Policy**

You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

#### **6. Search**

Employees may be frisked on their person/vehicles by the security officers at the time of their entry/exit or while in the premises. Employees shall co-operate with the security officers.

All employees are liable to be searched by the Security Staff or by any other authorized person at the main entrance of the Establishment and at any other gate or any part of the Establishment' premises at any time.

The Management has the right to search employees as and when they so decide and at such times, you shall freely allow themselves as well as their vehicles to be searched.

#### **7. Identity Card**

You will be provided with a photo identity card which shall be required to enter the Company's premises and is required to be displayed while being inside the premises of the Company.

Identity cards are personal to the employees and are not to be handed over to anyone else. Identity cards are also used for marking presence/ attendance. In case if any other person enter the premises, unauthorized, you shall be liable for all the consequences including termination of services.

In case of loss of Identity Card, employee shall report the same forthwith to the Company and obtain another card on payment of such charges may be specified.

## **8. Misconduct**

Associates are expected to treat other associates and conduct themselves with dignity.

Without being exhaustive, the acts of Misconduct shall include but not be limited to insubordination, non-performance of assigned duties and responsibilities, theft, fraud, dishonesty, habitual absence, neglect of work, misappropriation of company funds / property, tampering of Company records, habitual indebtedness, drunkenness, disorderly behavior, acts subversive of discipline, conduct detrimental to the interest of the company, sexual harassment, work place harassment, breach of (a) rules and regulations of service and conduct (b) terms and conditions of the employment offer letter and or (c) Bosch code of conduct .

If at any time, you are found to be guilty of any misconduct, the Management may impose the following disciplinary actions as deemed appropriate:

- Suspension for a period not exceeding 15 working days and or
- Withhold increment and/or reduce the consolidated salary or
- Dismissal from services, without any notice or compensation in lieu of notice and in such a case, the services you shall come to an end and stand terminated with effect from the date of dismissal.

The company shall have the right to impose any other punishment as deemed fit which would be proportionate to the misconduct committed.

## **9. Retirement Age:**

Employee shall retire from services of the Company on the last working day of the month in which he/she attains the age of 58 years with an option to retire at 55 years, basis mutual discussion and subject to company retirement policy. However, you may be retired at any stage before Fifty Eight Years during your services in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or are not able to perform given work. Age of 58 years will be determined as per the age/date of birth recorded in the company's records. Employee shall not be allowed to seek for modification of date of birth under any circumstances once the same is entered in the service records after appointment.

## **10. Illicit gain, bribery etc.**

You shall not:

- a. Promise or grant to the business partner any advantage in return of any favor or preferential treatment for the placing of orders or supply of goods and services to the Company.
- b. Demand, accept the promise of or accept an advantage for himself, his family or third party including any preferential allotment of shares and securities of the business partner or its associate in return for preferential treatment to the business partner for placing of orders or supply of goods and services to the Company.

## **11. Relation with suppliers and customers, consultants, agents etc.**

Suppliers and customers shall be selected on competitive basis following the comparison of price, quality, performance and suitability of the products or services offered and shall be treated in a just and fair manner. Commissions and credits to representatives, consultants, agents, authorized dealers etc. must be reasonable and justified related to the services rendered by them.

No supplementary agreement shall be entered into for favoring person in connection with the negotiation, award, supply, processing and payment of orders. Employees who indulge in any corrupt behavior or allow themselves to be influenced by customers or suppliers to any corrupt behavior will render themselves liable for disciplinary action or even termination of employment without notice.

## **12. Non-divulgence of Trade Secrets, etc.**

### **a) Confidentiality**

You shall observe confidentiality in respect of all confidential information received orally, in writing or otherwise by the company including from all stakeholders (e.g. customers, suppliers, service providers etc.). You shall use confidential information only for the purpose of discharging his duties and functions in relation to the company's business.

You shall ensure that confidential data is handled as per Company procedures (e.g. encryption, access protected, etc.).



You shall also maintain confidentiality of the information as described herein after he ceases to be in employment and shall not divulge, disclose or impart to any person / organization / employees who are not required to receive such information for discharging their duties, any trade secret, confidential data, proprietary information received from customers or any information concerning the business / finances of the Company or any dealings, transactions of affairs of the Company which come to his knowledge during or in the course of his employment.

Employee, during severance of services from the Company, is not authorized to carry any data, information of the Company. Employee shall not transfer, copy any data, information about the business of the Company in any personal device. During the severance process, Employees are expected to handover all the data, information about the Company in their possession to their supervisor without deleting or destroying any part of it.

**b) Employees are restricted from copying or removing any confidential / proprietary information of the company or received from customers outside the company premises without prior permission from the Department Head.**

### **13. Use of Bosch Assets & Information Systems**

Every employee shall use Bosch assets and other IT - equipment for official business purposes of the Company only.

Bosch Information systems are made available to the employee as a Bosch resource.

You shall

- a) Use Bosch Information Systems (e.g. Information Technology and Communication hardware, software, data, E-mail, internet, intranet services etc.) for business purposes only
- b) Secure Bosch provided Laptops and any other mobile IT-end devices against loss or theft
- c) Not connect personal mobile or IT-end devices (e.g. Memory sticks, smart phones, cameras, Tablets etc.) to Bosch systems - not even for power charging (even if the USB port is disabled)
- d) Not access, download, upload, store, send, forward, distribute, post:
  - 1) Content of pornographic or unprofessional nature, which promotes crime, violence, discrimination or racism which could offend, humiliate or intimidate

- 2) Information, unauthorized software, freeware or contents that do not promote the company's interests and objectives
  - 3) Non-Bosch-relevant information such as music and videos (storage of such contents on servers and end devices is forbidden)
  - 4) Company information on any website including social media (e.g. Facebook, Twitter, Whatsapp etc.) without appropriate authorization
- e) Not forward or act on unsolicited data (e.g. Chain letters, junk e-mail or spam), the contents of which in his opinion may breach the terms of these conditions; if any such information be received, it must be reported immediately and effectively deleted.
  - f) Not install unauthorized / pirated software on any part of Bosch's Information System.
  - g) Employee shall not use the Bosch IT equipment for illegal copy or exchange of copyrighted information and legally protected licensed Software.
  - h) Not disable password protection for screen savers or override default settings (e.g. 'increase wait time').
  - i) Access internet only through Bosch Corporate Network firewall systems. Direct connection of workstations to internet, external networks via ISDN, modem, radio, and wireless is prohibited. Suitable precautions must be exercised by RASVPN users with authorization for simultaneous port connections. On internet, access trustworthy websites and for business purposes only (e.g. do not click on pop up URLs)
  - j) Promptly complete all training modules related to Data Protection and Information Security as assigned periodically by the reporting manager or as part of mandatory training – this will enable you to fulfil his responsibility towards safeguarding the Confidentiality, Integrity, Availability, Legality and Data Protection of the business information as well as personal data he is entrusted with towards the discharge of duties at all times (irrespective of location of work – whether on premises, at home or on business travel).
  - k) Ensure compliance with legislative, regulatory and contractual requirements when there is uncertainty about applying these conditions, you must seek immediate clarification from the department Data Protection and Information Security Partner (DSP) or the reporting manager.

Where there is uncertainty to the application of these conditions, employee shall seek immediate clarification from the concerned and shall act accordingly. Generally, the Company will address a breach of these conditions via education and counseling. However, the company may consider a serious or intentional breach by an employee as serious misconduct and under such circumstances termination shall be without any notice or pay in lieu thereof.

The company reserves the right to monitor data transmitted / stored by you and act on the breaches of this agreement, including disciplinary action.

#### **14. Intellectual Property Rights**

You hereby agree and confirm that all works involving any invention, development, improvement in product, process created, developed by you either alone or in collaboration with any other associate, during the course of your employment with the Company ('IP') shall be owned by the Company exclusively.

Company may require you to execute such documents as may be prescribed to fully assign the ownership and rights in the IP to the Company as may be required under specific laws, which you hereby agree to execute without any demur or reservation. Unless Company decides otherwise on a case to case basis, salary paid to you shall be deemed as adequate consideration for the assignment.

## **II. RULES OF CONDUCT**

The position which you occupies in the Company makes it obligatory on his part to conduct himself in such a manner that the Company's fair name and image in all spheres of life and in the community at large are maintained. The Management expects that you will serve the Company with zeal and diligence to promote the mutual interests of the Company and the employee.

It shall therefore, be the endeavor of you to ensure that his conduct and behavior even outside the Company are such that they do not affect his or the Company's reputation.

Any act of misbehavior involving moral turpitude on the part of the employee even outside the Company, will have a bearing on the Company's standing in the community.

### **1. Adherence to Law**

In case of commission of any unlawful act by you, which in the reasonable assessment of the Management may bring disrepute to the Company, Company may cause termination of your employment contract without any notice/severance pay.

The Company follows the principle that all dealings, measures, contracts, etc., should be strictly lawful and its employees are bound to observe the same principle.

It is also not permissible for anyone in the Company to assist a third party in any unlawful dealings.

The Company will in no circumstances protect or assist the employee in a prosecution launched against him for any breach or violation of any Law or Regulation and the company shall not be responsible for any illegal act of the employee.

You warrant that you are not prevented by a court or by any other administrative or judicial order from providing, the services required under this agreement. You are also required to keep our HRL department informed about any court case pending against you, in any court in India or abroad. You shall also inform the company at the time of joining any case that is pending to which you are a party.

## **2. Political and Communal Activities**

The Company expects you to refrain from involving self in controversial spheres like political parties, communal organizations, etc. You are, of course, free to have his own political and communal ideologies but active involvement in this field is considered inadvisable by the Company, as the personal opinion of the employee may be construed as the opinion or the ideology of the Company with which he is associated. Therefore, it is imperative that the employee keeps away from active political life while in the service of the Company. Company does not endorse any particular political, communal views. Employees shall refrain from using Company's assets, platform to air their personal political, communal affiliations, views.

## **3. Accepting Gifts, Presents / Invitation to Parties and private Functions**

You shall refrain from accepting any gifts or favours in cash or kind, from any vendors, suppliers, business associates, partners of the Company.

In case you are "accepting gifts", the guidelines for this process will be binding on you.

Many suppliers, customers and other parties with whom the Company has business connections, may not only invite the employee to private functions like weddings, house-warming ceremonies, etc., but also offer to pay fares or provide transport for the journey involved in connection with the function and look after the employee's boarding and lodging. In addition, you may also be given gifts, which may be handsome and lavish.

To accept such invitations or gifts, particularly at the cost of the host, will have negative consequences for the Company affecting the image of the Company and as one cannot be selective in such matters, without offending others, it will be impossible to accept all such invitations.

The host may in return expect a favor from the employee or the intention may be to use you to indirectly influence a decision of the Company, in which the host is interested.

Whatever may be the intention of the host and in whichever form the reward is made, you shall refrain from accepting such invitations or presents.

#### **4. Non-discrimination**

The company believes in providing equal opportunity for employment and business relation regardless of gender, nationality, ethnic origin, race, colour, religious and political beliefs. You shall, in the discharge of his duties abide by and uphold this principle of non-discrimination and equal opportunity

### **III. GENERAL**

The Management reserves the right to amend the "RULES & REGULATIONS OF SERVICE AND CONDUCT" from time to time at its sole discretion.

Your agreement as below supersedes all previous oral or written communication, representation, understandings, undertakings or agreement relating to the subject matter included herein.

From:  
Name :  
Emp No :  
DoJ :  
Dept :

To:

**ROBERT BOSCH ENGINEERING AND BUSINESS SOLUTIONS PRIVATE LIMITED**

Dear Sir/Madam,

I acknowledge receipt of:

“RULES & REGULATIONS OF SERVICE AND CONDUCT”.

I agree to abide by the Terms and Conditions contained in the “**RULES & REGULATIONS OF SERVICE AND CONDUCT**”.

Yours faithfully

Date :

Place :

## MANDATORY JOINING REQUIREMENTS AND DOCUMENTS

### Enclosures A:

- 1) **Mandatory documents for onboarding process**
- 2) **Information for your reporting**

Please carry the following documents on the day of your joining:

#### 1) **Originals** of following **mandatory** documents for **verification process**

- Education Certificates : Degree certificate (Degree / Master Degree)
- Age Proof – SSLC Marks sheet ,Passport copy or Aadhar copy
- Provisional Certificate & Course Completion Certificate (only when degree certificate is not available)
- Relieving letter & Experience/Service Letter from your current employer along with photocopy of the document, if the same is not uploaded in the 'First step' tool
- ID proof document : PAN Card, Aadhaar Card, Voter ID/Driving License, Passport
- Two set of photo copies of Aadhaar and Pan Card – Aadhaar is for PF Record
- Cancelled cheque leaf.
- If you are covered under, ESIC - Two post card size full photos of your family (Applicable for associates whose monthly **Gross Salary is less than Rs.21,000/-** (Mandatory))

Note: Submission of above documents is mandatory for your joining at BOSCH

## 2) Information for your reporting

Particulars	Address	Contact details
On boarding at the Company location	Bosch Global Software Technologies Private Limited #123, Industrial Layout, Hosur Road, Koramangala, Bangalore - 560 095, India. <b>Cob</b> : Bosch Global Software Technologies Private Limited BOSCH Campus, Phase 1, CHIL SEZ Unit, Keeranatham Village Coimbatore, Tamil Nadu - 641 035	Ban- Poornima H R (GS/HRS23-IN)  Manojkumar Devaraj (GS/HRS13-IN)
Virtual on boarding	"Skype/MS Teams" link will be shared a day before the on boarding day	
You may please reach out to the contact mentioned above between 9.00 am and 6.00 pm, Monday to Friday for any queries prior to your joining.		



**Strictly Confidential**

Ref: SBT/HR/2022/0001  
13-Jul-2022

To,

**Mr. Srivathsa**  
S/o Krishna Acharya  
#3-159/2, VASUKI  
Salmara, Uppoor, Thenkabettu post  
Udupi-576105

**APPOINTMENT ORDER**

Dear Mr. Srivathsa

We, **Silicon Brains Technologies**, have pleasure in offering you appointment in our organization as “**Test Engineer – Hardware and Software Development (Trainee)**” with effect from **29<sup>th</sup> July 2022**, on terms and conditions as mentioned below which may be amended from time to time at the discretion of management.

- a) Your annual CTC will be **Rs.2, 40,005 (Two Lack Forty Thousand and Five only)**. Please refer the annexure for the details of the compensation
- b) You shall be initially on **Probation for a period of One year from** the date of your joining, before being considered for absorption as a permanent member of the staff. However, the company reserves the right to extend this period further. At the end of one year, your employment will either be confirmed through a letter of confirmation or terminated. During your probation, your services can be terminated without assigning any reasons and without any notice period or salary in lieu of notice period.

In-depth Training is required for the employees and considerable amount of money and time is spent in training employees. Hence you are requested to sign a Service Agreement with the company undertaking to serve a minimum period of 2 years including the period of training.

- c) This contract can be terminated by the company, upon confirmation, at any point of time, with one month's notice or one month's salary in lieu of notice.
- d) This contract can be terminated by the employee, upon confirmation, at any point of time, with 6 months' notice or 6 month's salary and all training's related expenditure in lieu of notice, based on management approval.

- e) Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you in the application form. Your appointment is also subject to your being found medically fit and continuing to remain fit thereafter as verified by the company doctor. The continuation of your engagement with the company will be subject to clearing of your exams, completion of the course. In case of any there is any shortfall, company reserves rights to withdraw the offer.
- f) You shall not accept any other employment or engage yourself in any other outside job while you are in the services of the organization without the written permission of the management on any time including holidays, weekly offs, leave period etc.
- g) The rights to any invention, discovery or creation of new system or method related to the company's operations and arising out of any work done in the course of your employment will automatically vest with the company. In this connection where required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. You are specifically made aware that you will not be made liable to any compensation for such act of yours, and that any rewards which the company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method for you.
- h) Any information or knowledge pertaining to the company and its products shall not be disclosed during your tenure of employment with the company. In the event of severance of contract, for a period of one year, the applicant shall not seek employment with a competitor or a company dealing in similar products without prior permission of **Silicon Brains Technologies**.
- i) Company may in its business interest transfer you to any of its offices in India / Abroad on such terms and conditions as are applicable to such transfers as per company rules.
- j) You shall furnish your residential address and intimate future changes to facilitate the management to contact you in case of need, during your leave or absence.
- k) You shall be superannuated on your attaining the age of 58 years.
- l) You shall be governed by the company's services rules and orders as applicable to your cadre.
- m) Company reserves its right to amend the grades, scales and salary structure offered to you from time to time as per the company's policy.
- n) You shall be entitled for leave as per the company's policy.

o) While reporting for duty please bring the following:

1. Medical fitness certificate from any registered Medical practitioner along with the blood group specification. The Medical Test in any of the government recognized Hospital/Clinic. The required tests are mentioned below:

- Physicians check up
- Urine routine
- Chest x Ray
- ECG
- Vision Test
- Pathology
- Haemogram
- Blood Sugar Fasting
- Cholestrol
- Triyglyceride

2. 5 No.s of recent passport size and 5 stamp size color photographs
3. Attested copies of all educational certificates and mark sheets
4. Pay slip/Salary certificate of last employment
5. Service/Experience Certificate
6. Relieving letter from previous employer (Applicable for those who are presently working)
7. Permanent Account Number (PAN)
8. Passport details
9. Medical – Self Declaration Form
10. One hard copy of latest CV

**Silicon Brains Technologies** considers your employment as a matter of pride and repose in you a measure of trust. Your exemplary behavior and personal capacity, in upholding the good image of organization, would be a fitting reciprocal of this trust.

**THE MANAGEMENT** welcomes you into the family of organization and offers you a congenial atmosphere to work in and hope that your cooperation, integrity and sincere work would contribute further growth of the organization.

Please acknowledge the receipt of our offer of appointment by signing the duplicate copy of this letter as token of your acceptance. We look forward to your joining on or before 29<sup>th</sup> July 2022.

For **Silicon Brains Technologies**



**Authorized Signatory**

Statement of Acceptance

I, \_\_\_\_\_, fully understand and accept the terms and conditions as stated in this letter.

\_\_\_\_\_  
Signature

Date:

**ANNEXTURE**

Name	Srivathsa	
Designation	Advanced Manufacturing Engineer -Trainee	
Salary Components	Monthly	Yearly
Basic	6,857	82,280
House Rent Allowance	8,571	1,02,850
Transport Allowance	857	10,285
Food Allowance	1,200	14,400
<b>Total Gross</b>	<b>17,485</b>	<b>2,09,815</b>
Variable Pay	1,748	20,982
Medical Insurance Premium	468	5,620
Telephone Allowance	299	3,588
<b>Grand Total CTC</b>	<b>20,000</b>	<b>2,40,005</b>

**Notes:**

1. Medical Insurance of up to 5 lakhs is provided to self only. Voluntarily Parental Medical Insurance can be opted by paying the insurance premium amount.

2. Variable pay will be payable as per Company Performance and will be paid yearly basis.
3. **CTC** stands for Cost To Company. It is the *annual salary package of an employee*. It indicates the total expenses that a company/organization spends on an employee in a year. CTC is not the actual salary of the employee. It also includes the facilities (meal, medical facilities, phone bill, house facilities, travel allowance etc.) given to the employee during the service period  
CTC = GROSS salary + incentives + other expenses

For **Silicon Brains Technologies**



**Authorized Signatory**

Statement of Acceptance

I, \_\_\_\_\_, fully understand and accept the terms and conditions as stated in this letter.

Signature

Date:



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

---

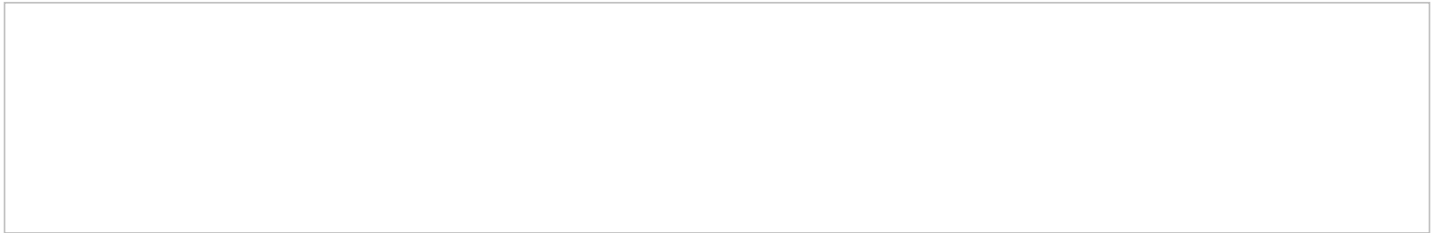
**Fwd: You have a job offer for Systems Engineer role at Infosys**

---

**Subramanya Nayak** <subramanyanayak95@gmail.com>  
To: mithanthaya.office@sode-edu.in

Wed, Apr 27, 2022 at 8:58 AM

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

**From: Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>  
**Date:** Fri, 22 Apr, 2022, 10:46 am  
**Subject:** You have a job offer for Systems Engineer role at Infosys  
**To:** Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

**We are delighted to offer you the position of Systems Engineer at Infosys.**

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com).

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition

Infosys





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218345545/Bangalore**  
**Date: 09/11/2021**

Mr. Tejas S R  
Puthraya HousePaniyoor,  
Near Padubidri Railway Station,  
Post Paniyoorudupi-574117,  
Karnataka.  
Tel# 91-9242141006

Dear Tejas S R,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **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/DT20218345545**

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:

TCS Confidential

TCSL/DT20218345545

**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



## 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.

**TCS Confidential**

**TCSL/DT20218345545**

**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. 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 TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

### **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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **22. Letter of Appointment**

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

## **23. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

#### **24. Compliance to all clauses**

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

#### **25. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### **Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Tejas S R</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>
<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**

### **1. Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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



## **2. Associate's Obligations**

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

## **3. Intellectual Property Rights**

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



#### **4. Prior knowledge**

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

#### **5. Use of third party material**

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

#### **6. Security policies and Guidelines.**

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

#### **7. Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.





(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

## **8. Restriction on Associate's Rights**

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

## **9. No License**

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



## 10. Equitable Rights

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

## 11. General

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

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

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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

---

**2022 :Placed student @ Capgemini - Letter Of Intent - Vikas Rao - <vikas.18ec048@sode-edu.in>**

1 message

---

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

Thu, Feb 10, 2022 at 9:50 AM

Good Wishes,

**Vidya Bhat**Head - Training, Placement & Industry Liaison  
+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 How to become the Best of yourself!*****"Success is not final, failure is not fatal: it is the courage to continue that counts." - Winston Churchill.***

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

From: **VIKAS N RAO E & C** <[vikas.18ec048@sode-edu.in](mailto:vikas.18ec048@sode-edu.in)>

Date: Thu, Feb 10, 2022 at 7:40 AM

Subject: Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: Vidya Bhat SMVITM Training & Placement Head <[placement@sode-edu.in](mailto:placement@sode-edu.in)>Cc: Shetty Laxmi Rajiv ECE <[laxmishetty.ec@sode-edu.in](mailto:laxmishetty.ec@sode-edu.in)>

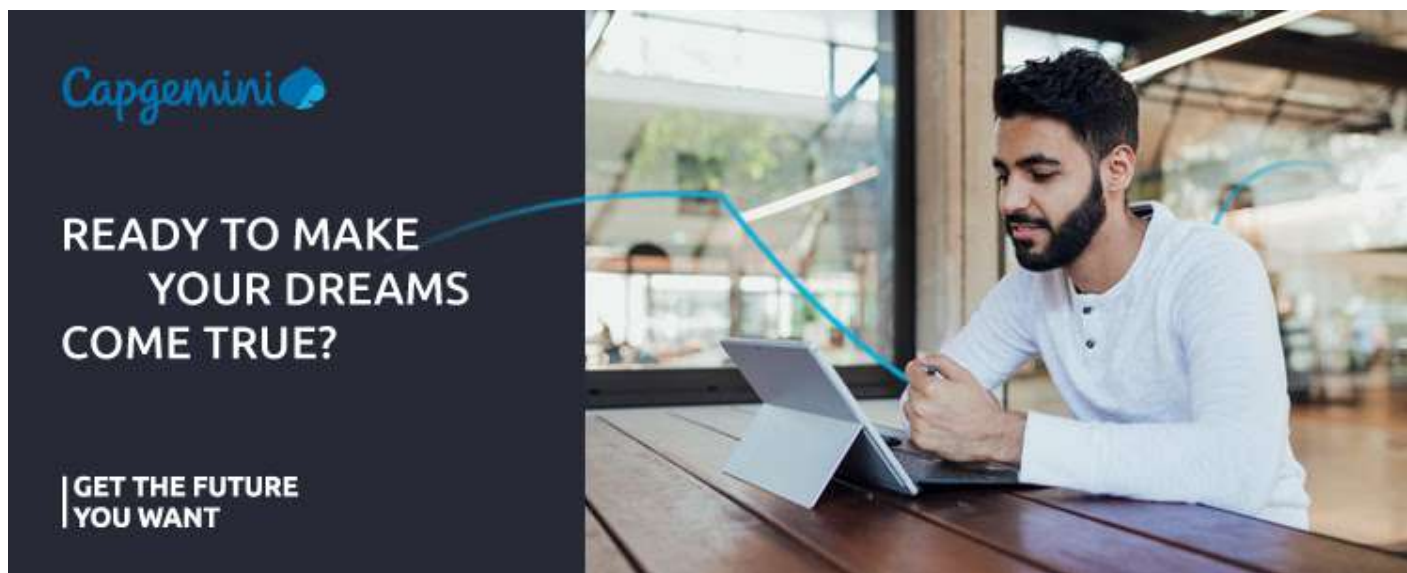
----- Forwarded message -----

From: **Capgemini via Superset** <[notifications@email.joinsuperset.com](mailto:notifications@email.joinsuperset.com)>

Date: Wed, 9 Feb, 2022, 11:25 pm

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: <[vikas.18ec048@sode-edu.in](mailto:vikas.18ec048@sode-edu.in)>



Most Ethical  
Company - Eight  
times in a row



We're highly- rated on  
Glassdoor



Capgemini Research  
Institute ranked #1



Our gender balance  
initiatives



Our global client  
stories

Dear VIKAS N RAO,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

**We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Feb 16, 2022 11:59 PM IST.**

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree\* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets( If applicable)
- Diploma Certificate( If applicable)
- Post-graduation Marksheets\* ( If applicable)
- Post-graduation Certificate\*( If applicable)

\*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

**Note the following points while completing the process :**

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB

- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com) in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

**University Hiring & Relations Team**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



[Click here](#) to view the recruitment disclaimer.

To view our candidate privacy notification please [click here](#)

The information contained in this message is strictly internal and confidential.

Copyright© 2020. All rights reserved by Capgemini.



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

**Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer**

2 messages

**AMISH SHEREGAR** <amishsheregar@gmail.com>  
To: mithanthaya.office@sode-edu.in

Wed, Mar 30, 2022 at 9:15 AM

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>  
Date: Mon, Mar 28, 2022 at 6:08 PM  
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

---

**Shrikantha Mithanthaya** <mithanthaya.office@sode-edu.in>  
To: AMISH SHEREGAR <amishsheregar@gmail.com>

Wed, Mar 30, 2022 at 9:17 AM

Congrats Amish

**With Regards,**

**Shrikantha Mithanthaya**

Office Assistant  
Training & Placement Cell  
Shri Madhwa Vadiraja Institute of Technology and Management

Vishwothama Nagar, Bantakal, Udupi, Karnataka.

Mob: 9916943300

E- mail: [mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)

[Quoted text hidden]



Date: 16-June-2022

To,  
Ganesh Hathwar B S  
ganeshhathwar2@gmail.com  
9066419170

Dear Ganesh Hathwar B S,

We are extremely delighted to welcome you to our **PRATIAN FAMILY**. As valued member of our family, we look forward to you playing an important role in helping us achieve our Vision, uphold our Values and live our Culture.

As an organization we value **INTEGRITY, PASSION, COMPETENCE, INNOVATION and COLLOBORATION** in people.

This offer is made to you based on your performance in the Discoveri Assessment. You are required to undergo the intense 8-month **Career Labs SkillAssure Internship Program (3 Months Online Program with INR 4,000 as Stipend & 5 months Offline Program with INR 12,000 paid to you during the internship program)** after which you will be hired as a full-time employee of **Pratian**.

Post successful completion of the **Career Labs SkillAssure Internship Program** you will be hired on payrolls of **Pratian** & you will be offered the position of **“Software Engineer”** and will hence be paid an overall annual compensation of **INR 4,00,000 (Four Lakhs Indian Rupees Only)**. The break-up of your CTC is attached for your reference in **Appendix A**.

We look forward to you beginning your career with **Career Labs SkillAssure Internship Program** between **23-Jun-2022 & 7-July-2022**. The exact date will be communicated to you in a separate email, and **only post completion of formalities & confirmation from the Careerlabs team** you are required to report on the mentioned date to complete your joining formalities at our office located at:

**Pratian Innovation Campus,  
# 184/185, Tapaswiji Info Park, EPIP Zone,  
Whitefield, Bangalore – 560 066, Karnataka, India.**

You need to get in touch with **HR Team – Pratian** with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at [hr@pratian.com](mailto:hr@pratian.com)

This offer is valid for **5 days** from the date of this letter. Please let us know your acceptance of joining by indicating the same by return e-mail.

The following documents are required to be produced at the time of joining. Originals shall be returned upon verification.

1. Relieving letter and experience certificate from all your previous employers (as applicable).
2. Latest three (3) pay slips / salary certificate from your most recent employer (as applicable).
3. Proof of Academic Qualification (10<sup>th</sup>, 12<sup>th</sup>/PUC/Diploma & Graduation)
4. Other qualifications - diplomas and certificates (if any)
5. PAN card
6. Aadhaar Card
7. Photographs (3 copies)
8. Proof of Permanent and Current Address.

By accepting this offer to join us, you hereby acknowledge and confirm that:

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions.
2. There are no contractual obligations with respect to your earlier contracts/commitments that prevent you from delivering your agreed responsibilities with **Pratian** or taking up this position with us.
3. **Pratian** is not liable for any past dues owed by you as part of termination of any previous employments/contracts/obligations.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.
5. Furthermore, based on the contract between Pratian and its clients:
  - a) You may be transferred to the client's payroll within your first 6-months while you are undergoing the internship program. In this case of transfer to the client's payroll, the annual CTC and structure offered by the client organization will supersede the mentioned CTC and structure.
  - b) In the above case, your minimum annual CTC will be at **INR 4,00,000** (as per the above-mentioned breakup) on the date of joining. This is an assurance offered to every trainee who is hired through the **Career Labs SkillAssure Internship Program, after successful completion of the first 8 months as a Software Trainee.**
6. We periodically review our HR and other processes to improve client service and enable our employee's growth.

7. It is important to manage client process expectations, employee expectations and HR processes. We request you to acknowledge that in the unlikely event of you leaving the services of the company you will provide the company adequate time to be relieved of your services from the company. You understand that it will be up to **45 days** to arrange & completely relieve you of your duties.
8. Please note, this job offer will be contingent upon results of a satisfactory technical examination designed solely to determine your Technical ability to perform the duties of the position being offered to you. Assessment will be conducted post 4 months of Training. Pratian reserves the right to withdraw this offer in case you fail to satisfactorily perform / pass the test(s) / complete the given assignments conducted. Also, the offer is conditional to verification of documents.

**We sincerely hope that your period of association with us will be long, pleasant and of mutual benefit.**

**For PRATIAN,**

A handwritten signature in blue ink, appearing to read 'Krishna Kumar S', with a long horizontal stroke extending to the right.

**Krishna Kumar S**  
**Director**

## APPENDIX A

Compensation & Benefit Sheet		
<b>Employee Name</b>		
<b>Designation</b>		
<b>Location</b>		
Component	Monthly	Annual
<b>Part A - Gross Salary</b>		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
<b>Part B - Employer Contribution</b>		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
<b>Part C - Employee Deductions</b>		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
Annual Bonus <b>(Will be paid post completion of 1 year as a Software Engineer)</b>		50,000
TOTAL CTC	29,168	4,00,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p style="text-align: center;">*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p style="padding-left: 20px;">* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full &amp; Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

MISPL/HR/2022/301

August 11, 2022

**Employment Offer Letter**  
**(CONFIDENTIAL)**

Dear Pooja Jain,

We are pleased to offer you the position of **Quality Assurance Engineer** with Mangalore Infotech Solutions Private Limited (the "Company") subject to your fulfilling the below mentioned terms and conditions (the "Offer"), referred to as the "Agreement".

**This Offer is valid for five business days from the date of its issue.** Your employment with the Company will be subject to your acceptance of the Offer within the aforesaid time period.

**Special Clause**

The first three months of your employment has an embedded internship, during which you will be entitled for a monthly stipend of **INR 12,000** excluding statutory considerations such as Provident Fund & Gratuity. Your confirmation with the Company as **Quality Assurance Engineer** will be subject to successful completion of the aforesaid internship period.

**1. Commencement Date**

Your employment as an intern with the Company will commence on August 16, 2022 which could be subject to change.

**2. Appointment Letter**

You will be issued a letter of appointment on the date of your joining the Company after completion of the required joining formalities.

**3. Compensation**

You will be entitled to an Annual Compensation (Cost to Company) of **INR 370,000** on successful completion of your internship period. Please refer to the Compensation Breakup Sheet in **Annexure I** for the required details. Your Compensation will be subject to tax deductions and other contributions as applicable under Income Tax regulations prevailing from time to time.

**4. Gratuity and Provident Fund**

You will be eligible for Gratuity and Provident Fund as per the provisions of the Payment of Gratuity Act and Employee Provident Fund scheme

**5. Tax**

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.

**6. Hours of Work**

You are expected to follow the normal working hours as is mentioned in the Company policy. However, the same can be subject to change depending on the business requirements of the specific team(s) or project(s) with which you are associated. You will receive a formal communication in case of any modification in your working hours during the course of your employment with the organization.

**7. Leave**

You will be entitled for leaves as per the Company's Leave Policy.

**8. Confidential Information**

During your employment, you will have access to highly confidential information of the Company. Even the work done by you for the Company is highly confidential. You are required to execute a Confidentiality Agreement for protection of such confidential information. Your employment is, therefore, subject to and conditional upon your signing the Confidentiality Agreement at the time of joining and complying with the terms thereof, at all times.

**9. Outside Activities and Conflict of Interest**

You shall exclusively, diligently, and loyally devote your professional skills, time, energy, and best efforts towards the business of the Company. You shall not be engaged in any other profession for remuneration (part-time or otherwise) or be associated as a professional in advisory capacity, assume any public office, honorary or remunerative, or be interested directly or indirectly (except as shareholders or debenture holders) in any other trade or business, during your Employment Period with the Company without the prior formal permission from the Company. You shall also not engage in activities that could result in a conflict of interest with the Company. You shall be required to

immediately disclose to the Company any situation leading to a conflict of interest or potential conflict of interest with the Company.

**10. Notice Period**

Your employment under this Agreement shall commence from the date of your joining the Company and will continue till the Company or you provide a formal notice of separation to the other party at least sixty days prior to your separation, unless terminated at an earlier date.

**11. Non Compete**

You agree that during the term of your employment and for a further period of twenty four calendar months following your separation from the Company, for whatsoever reasons, you shall not carry on or engage in, directly or indirectly , with any business which competes directly or indirectly with any or all the businesses pursued by the Company in any territory, whether in India or overseas, at the relevant point of time or proposed to be pursued by the Company in the immediate future, in respect of which proposal you were aware of or likely to be aware of considering the nature of your duties.

**12. Non Solicitation of Employees**

You shall not during your employment with the Company, and for a further period of twenty four calendar months calendar following your separation from the Company, including without limitation, termination by the company for cause or without cause, directly or indirectly solicit or induce to leave, any current or prospective employee of the Company for any reason whatsoever, or hire any current or prospective employee of the Company.

**13. Transfer**

During your employment with the Company, the Company at any point of time , in its sole discretion, may transfer or depute you to any other department of the Company or to any subsidiary or affiliate of the Company in India or to any overseas location where the Company has its establishments. In the event of such a scenario, the terms and conditions governing your service shall be those applicable at the location of transfer or deputation or those applicable to employees of the subsidiary or affiliate as the case may be.

**14. Address and Communication**

You shall keep the Company informed of your present postal address at all times and intimate the Company in writing in case of change of address. Any communication sent by

the Company to your last known address shall be deemed to be duly served notwithstanding the fact that you may have changed your address.

**15. Background Verification**

Your employment will be subject to background verification to be conducted by a specially appointed agency. In case, the background check reveals any kind of discrepancy in the information provided at your end, you will be liable to disciplinary action including termination of your service without notice.

For Mangalore Infotech Solutions Pvt. Ltd.

*K. Prashanth*

**Prashanth Shenoy Katpady**  
**Director**

**Acceptance of Offer**

I hereby confirm that I have read and accepted the offer of employment and agree to abide by the terms and conditions set forth herein. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this Offer.

**Name : Pooja Jain**

**Signature :**

**Date :**



## ANNEXURE I


**MANGALOREINFOTECH**
**Compensation Break Up Sheet  
(Confidential)**

MISPL/HR/2022/301

<b>Name</b>	Pooja Jain
<b>Notice Period Required</b>	60 days
<b>Contact Number</b>	6360334876
<b>CTC Period</b>	TBD
<b>Company</b>	Mangalore Infotech Solutions Pvt. Ltd.
<b>Designation</b>	Quality Assurance Engineer
<b>Grade</b>	IIC

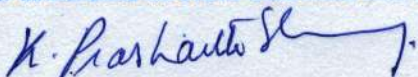
<b>Components</b>	<b>Per Month (INR)</b>	<b>Annual (INR)</b>
Basic	15,085	181,020
House Rent Allowance	6,034	72,408
Leave Travel Allowance	1,810	21,720
Special Allowance	3,202	38,424
<b>GROSS EMOLUMENT</b>	<b>26,131</b>	<b>313,572</b>

<b>Other Benefits</b>		<b>Annual (INR)</b>
Employer Contribution to EPF	1,800	21,600
Annual Variable Pay		26,125
Gratuity		8,703
<b>COST TO COMPANY (CTC)</b>		<b>370,000</b>

<b>Additional Benefits</b>		<b>Insured Amount (INR)</b>
Group Medical Insurance (including Spouse)		100,000
Personal Accident Insurance		400,000

1. The appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
2. The Company may change the above mentioned Compensation components based on Income Tax guidelines and Company policies at any time.
3. Annual Variable Pay will be paid in the month of the Annual Appraisal, based on performance.
4. Please note that your compensation is personal information and hence you are expected to maintain confidentiality of the same at all times.

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.



Director





**Letter of Intent**

Doc Ref. No.: **QC20220152**

Date of Issue: **21-February-2022**

Dear **Ashish Suvama U,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: [university.relations@quest-global.com](mailto:university.relations@quest-global.com)

We eagerly look forward to welcome you at QuEST.

***PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.***

For QuEST Global Engineering Services Private Limited

*Neha Das*

**Neha Das**  
Deputy Manager - University Relations

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

*Ashish*  
25/02/2022

**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: [info@quest-global.com](mailto:info@quest-global.com)

[www.quest-global.com](http://www.quest-global.com)



BORN TO ENGINEER

**\*Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

**Annexure - I  
Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
<b>Monthly Salary Components</b>		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
<b>(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)</b>	<b>20,405</b>	<b>2,44,860</b>
<b>Retirement Benefits</b>		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
<b>(K) RETIREMENT BENEFITS: (K = I+J)</b>	<b>2,522</b>	<b>30,264</b>
<b>Benefits</b>		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
<b>(N) Fixed Compensation: (N = H+K+L+M)</b>	<b>25,000</b>	<b>3,00,000</b>
<b>(P) TOTAL COST TO COMPANY (TCC)</b>		<b>3,00,000</b>

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one-year service with QuEST.

**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com  
[www.quest-global.com](http://www.quest-global.com)



BORN TO ENGINEER

Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

**Note:** Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

**Declaration:** All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

---

**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA  
591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,  
Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

[www.quest-global.com](http://www.quest-global.com)



SMVITM Training &amp; Placement Head &lt;placement@sode-edu.in&gt;

**STRAECON Offer Letter || S Subramanya || August 08, 2022 || 10:00 AM**

1 message

HR Team &lt;hr@straecon.com&gt;

Fri, Aug 5, 2022 at 1:12 AM

To: "subbusooda47@gmail.com" &lt;subbusooda47@gmail.com&gt;

Cc: SMVITM Placement &lt;placement@sode-edu.in&gt;, HR Team STRAECON &lt;hr.straecon@gmail.com&gt;

Dear Subramanya,

Greetings from STRAECON!

Subsequent to the interviews and discussions, we are pleased to offer you a Trainee position in our company.

Position: Trainee  
Location: **Alva's Institute Of Engineering & Technology**  
Shobhavana Campus, Mijar  
Moodbidri – 574 225  
Mangalore, DK  
Reporting Date: August 08, 2022  
Reporting Time: 10:00 AM

You will be on the training period for 3 - 6 months or less, where you will be having a CTC of Rs.12,500/- per month (Rupees Twelve Thousand Five Hundred Only) during the training period. Based on your performance during the training period, you will be inducted as a **Trainee Engineer**.

On the day of your reporting, you are required to submit the below-listed documents to the company:

1. All Educational certificates (copies) - Mandatory
2. ID Proof - Mandatory
3. Address Proof - Mandatory
4. Two Passport size photographs – Mandatory
5. Relieving Letter from all previous organizations (If applicable)
6. Salary Slips &/or Bank Statement (3 months – If applicable)

Please treat this offer letter and confirm your acceptance through email by EOD 05/08/2022.

Feel free to email the HR team if you have any further questions or need assistance.

Congratulations ! We are looking forward to having you on our team.

Regards,

**HR Team**

INDIA

Ph: +91-7892-397720

**STRAECON**

Alva's Institute Of Engineering and Technology,  
Solapur - Mangalore Highway, Shobhavana Campus Mijar,  
Moodbidri | Mangalore | KA | 574225

[www.straecon.com](http://www.straecon.com) | USA | UAE | INDIA

COORDINATE | CREATE | CONSTRUCT





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

## 2022 batch - SELECTED CANDIDATES - SKOLAR | SMVITM -

1 message

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

Fri, Feb 11, 2022 at 9:52 AM

Share congratulatory message

Good Wishes,



**Vidya Bhat**

Head - Training, Placement & 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!**

***"Success is not final, failure is not fatal: it is the courage to continue that counts." - Winston Churchill.***

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

From: **Skolar Recruit** <[recruit@skolar.in](mailto:recruit@skolar.in)>  
Date: Thu, Feb 10, 2022 at 4:41 PM  
Subject: SELECTED CANDIDATES - SKOLAR | SMVITM  
To: Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>

Dear Vidya,

Greetings for the day!!!

Below mentioned is the list of all selected candidates and requesting you to inform the candidates that it is mandatory for them to report to the office on **04 April 2022**.

Probation period - **06 Months**.

Kindly give a confirmation that these candidates will be reporting to the office on **04 April 2022**.

NAME	PHONE	Email
SAURAV V	9740229921	<a href="mailto:sauravv333@gmail.com">sauravv333@gmail.com</a>
GURUPRASAD H SUVARNA	9740648247	<a href="mailto:guruprasad.18ec015@sode-edu.in">guruprasad.18ec015@sode-edu.in</a>
AARON ROYCE DMELLO	9481315438	<a href="mailto:aaronroyce.17me002@sode-edu.in">aaronroyce.17me002@sode-edu.in</a>

Thanks & Regards

**Vishnu S Kumar**  
Corporate Relations, SKLR EDTEC PVT LTD

+91 9019916346 | [www.skolar.in](http://www.skolar.in)



---

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



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

---

**Fw: Wipro | Elite National Talent Hunt | Congratulations on clearing the Business Evaluation Round**

1 message

---

**ismail vandse** <ismailvandse3@gmail.com>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Fri, Nov 26, 2021 at 5:27 PM

Sent from my Huawei phone

----- Original message -----

From: [campus.connect1@wipro.com](mailto:campus.connect1@wipro.com)

Date: Fri, 26 Nov, 2021, 10:31 AM

To: [campus.connect1@wipro.com](mailto:campus.connect1@wipro.com)

Subject: Wipro | Elite National Talent Hunt | Congratulations on clearing the Business Evaluation Round

A picture containing text Description automatically generated

**Wipro Campus Hiring Update | Elite NTH FY'22****Congratulations on clearing the Business Evaluation Round**

Dear Candidate,

Greetings from Wipro! We are delighted to inform you, that you have cleared the Business Evaluation Round which is the final round. You will receive further communications on the next steps shortly. This communication mailer is only to inform you on your selection with Wipro.

We have created a survey to further understand the details regarding your LOI. Request you to respond to the questions and submit the survey.

**Please find the survey link below:**

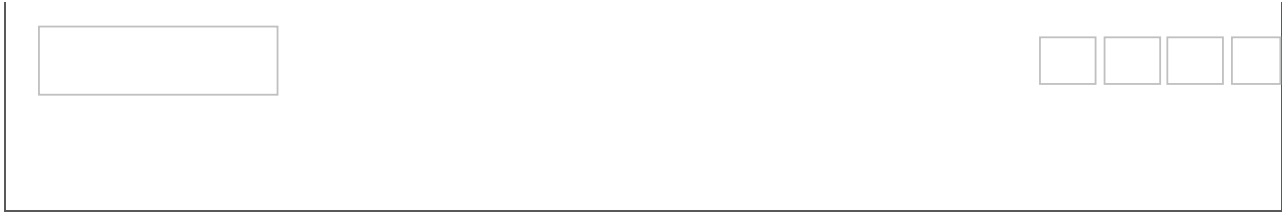
Kindly click [HERE](#) to respond to the survey.



	<b>Key Features &amp; Eligibility criteria</b>
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>✓ 10th Standard – minimum 60%</li> <li>✓ 12th Standard – minimum 60%</li> <li>✓ Graduation – minimum 60% or 6.0 GPA as per respective University Guidelines</li> <li>✓ <b>Only full time education is allowed</b></li> <li>✓ <b>Correspondence and distance learning courses throughout the academics are not allowed</b></li> </ul>
<b>Year of Passing</b>	<p><b>2022 ONLY</b></p> <p>(Maximum three years of gap, if any, between 10<sup>th</sup> &amp; graduation)</p> <p><b>One Backlog is allowed at the time of Assessment Stage.</b></p> <p><b>The LOI will be subject to all backlogs being clear</b></p>
<b>Qualification</b>	<p><b>BE/ B. Tech</b></p> <p>CS/IT/Circuitual/5year Integrated/except the streams from Fashion, Food, Textile and Agriculture</p>
<b>Selection Process</b>	<p style="text-align: center;"><b>Online Assessment (140 minutes)</b></p> <div style="display: flex; align-items: flex-start;"> <div style="border: 1px solid black; width: 40px; height: 40px; margin-right: 10px;"></div> <ol style="list-style-type: none"> <li>1. Aptitude Test - Verbal, Analytical (60 minutes)</li> <li>2. Coding on C,C++, Java, Python programming languages (60 minutes)</li> <li>3. Written Communications Test (20 minutes)</li> </ol> </div> <div style="display: flex; align-items: flex-start; margin-top: 10px;"> <div style="border: 1px solid black; width: 40px; height: 40px; margin-right: 10px;"></div> <p>Candidates who clears the online test would go through <b>Business discussion</b></p> </div>
<b>Service Agreement</b>	12 Months service Agreement @ 75,000 INR on Pro rata basis

Regards,

Wipro Campus Hiring Team



'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)'

**8 attachments**



**image001.png**  
609K



**image002.png**  
4K



**image003.png**  
5K



**image004.png**  
4K



**image005.png**  
2K



**image006.png**  
2K



**image007.png**  
2K



**image008.png**  
2K