



## Offer Letter from Seventh Sense

**31.05.2022**

Dear **Varun,**

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as  
**"HR (L&D)"**

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

Your date of joining would be **05.06.2023** You will have to join at our Bengaluru Office situated at #4, 23<sup>rd</sup> 'A' main, J P Nagar 2<sup>nd</sup> Phase, Bengaluru – 560078 Ph: 080 4174 4141.

You will receive **Rs.3,25,000 CTC (Fixed) & Rs.1,75,000(Variable)** annually with a 12 Months of **Service Agreement**.

2 months' notice period should be served, once the resignation is accepted.

Reimbursements of expenses made on behalf of the company.

In the first month, you will receive **Rs.15,150 CTC**, your salary will be increased proportionally from the second month.

Please send the signed (with date) copy of this offer letter together and a scanned copy of the documents mentioned in the annexure before **03.05.2023** and send it to [jobs@seventhsensetalent.com](mailto:jobs@seventhsensetalent.com)

Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **03.05.2023** we presume that you are not interested in this offer and the offer of employment would automatically be canceled.

Yours sincerely,

I accept the offer

A handwritten signature in black ink, appearing to be "Varun", written over a horizontal line.

Director  
Seventh Sense Talent Solutions

VARUN

HR (L & D)

## **ANNEXURE TO OFFER LETTER OF VARUN**

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

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

@#@#@#@#



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

## STRAECON - Internship Offer Letter || Chandan Nelli M K || February 22, 2023|| 11:00 AM

1 message

HR Team <hr@straecon.com>

Fri, Feb 17, 2023 at 3:19 AM

To: "chandan.18me004@sode-edu.in" <chandan.18me004@sode-edu.in>

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

Dear Chandan,

Greetings from STRAECON!

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

Position: Intern  
Location: **Alva's Institute Of Engineering & Technology**  
Shobhavana Campus, Mijar  
Moodbidri – 574 225  
Mangalore, DK  
Reporting Date: February 22<sup>nd</sup>, 2023

### **TERMS & CONDITIONS:**

1. The candidate will be provided a free internship on Steel Detailing or Detailing software related to Steel and Construction industry.
2. There will be a contract for 18 months under which the first 3 to 6 months will be a probation period. During this time, you will have to submit your original marks cards.
3. Once probation is completed, based on your performance, the salary will be increased according to company norms as mentioned in the salary details.
4. Your growth and performance will completely depend on your dedication and hard work towards the company's growth.

### **SALARY PACKAGE:**

3.2 to 4 lacs per annum.

- 16000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 3 to 6 months looking at the performance).
- Variable incentives up to 1,00,000/- divided throughout the year. And 50,000/- will be provided as a retention incentive after 18 months from the joining date.
- Every year 10 to 30% hike on your salary seeing to the performance and company norms.

Based on your performance during the training period, you will be inducted as a **Trainee Engineer**.

On the day of 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

Please treat this as your offer letter and confirm your acceptance through email by EOD 18/02/2023.

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.

**Note:**

- The internship will be from Monday to Friday. Generally, however, an internship would involve a student working part-time or full-time hours in the office or workplace environment. You may be required to complete assigned tasks, attend meetings or seminars, and participate in other activities related to the internship. You will be allowed to attend Internals, Seminars, Events and Examinations by informing in advance to the management.
- You will also be asked to work rotational shifts after a few days of training (Alpha Shift 07 AM - 07 PM and Beta Shift 07 PM - 07 AM).
- The company shall not be responsible for stay and accommodation of the interns and any other person related to them. All the expenses related to the stay and accommodation shall be borne by the interns themselves.

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



**AceMicromatic Manufacturing Intelligence  
Technologies Pvt. Ltd.**



(Formerly Pioneer Computing Technologies)

October 18, 2022

To  
Mr. Adithya M Samaga  
NO. 6-3-41 A, Madhwa Kripa, Bhujanga Rao road,  
Udupi, Karnataka - 576101

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

Dear Adithya,

We are pleased to offer you a position of **SOFTWARE ENGINEER – TRAINEE** with **AceMicromatic Manufacturing Intelligence Technologies Pvt Ltd.**

This offer is contingent upon successful authentication of your education certificates.

This offer letter is based on the following conditions;

1. Your Annual CTC will be **INR 5,05,090/-**.
2. At the end of 6 months, a performance evaluation will be done upon which you may be designated as a **"Software Engineer"**.
3. Either party may terminate this appointment by providing the other party **90 days of notice in writing.**

Your monthly remuneration details are in the annexure. Kindly treat this information as confidential.

We welcome you to *AmiT* family and hope it would be the beginning of a long and mutually beneficial association.

Thanking You,

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

A handwritten signature in blue ink, appearing to read 'Sowmya M', is written over a blue line.

**SOWMYA M  
ASSISTANT MANAGER - HR**

**ACCEPTED**

**SALARY ANNEXURE – Adithya M Samaga**

<b>SALARY HEADS</b>	<b>Monthly</b>	<b>Annual</b>
Basic + VDA	₹ 16,000.00	₹ 192,000.00
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	₹ 6,600.00	₹ 79,200.00
<b>Gross Monthly/Annual Base (GMB/GAB) Salary</b>	<b>₹ 33,500.00</b>	<b>₹ 402,000.00</b>
Employer PF	₹ 1,800.00	₹ 21,600.00
Gratuity Allocation PM	₹ 770.00	₹ 9,240.00
Mediclaime Insurance	₹ 0.00	₹ 5,000.00
Personal Accident Insurance Coverage	₹ 0.00	₹ 750.00
Annual Fixed Bonus	₹ 0.00	₹ 16,500.00
Retention Bonus after 24 months of Service	₹ 0.00	₹ 50,000.00
<b>Total CTC</b>	<b>₹ 36,070.00</b>	<b>₹ 505,090.00</b>

FOR ACEMICROMATIC MANUFACTURING INTELLIGENCE TECHNOLOGIES PVT LTD.



**SOWMYA M**  
ASSISTANT MANAGER - HR

**ACCEPTED**



23-7-2023

**Akash G S Kumar**

Shri Madhwa Vadiraja Institute Of Technology & Management,  
Karnataka.

Dear Akash G S Kumar,

We would like to congratulate you on being selected for finishing school as a **Trainee Application Engineer** with Technologics Global Pvt. Ltd. The **Pre-Onboarding** Training will start during off time of academics schedule (Evenings/Weekends/Semester Breaks) for the period of 350 to 400 hours based on availability of candidates.

On the performance & Readiness of candidates the actual onboarding will be done to our clients after the final assessment conducted on **beginning or mid of final semester**.

This program will also be considered as **Industrial level of Internship**. For the same a Internship certificate will be issued from our R&D Department.

The whole team of Technologics Global Pvt. Ltd. is excited about your on-boarding for finishing school programme.

Domain of Technical Competency - **Full Stack JAVA Software Programming**.

Duration of the programme approximately will be **350 Hours**.

As discussed during the selection process, this is an **unpaid Finishing School Industrial level of Training & Hiring** Programme during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between conventional education and Industrial application.
4. The objective of Pre-Onboarding training program is to make the candidates ready to map to our clients projects requirements. So, In order to meet the desired end result - following terms & Condition to be met

#### **Terms and conditions:**

1. Trainee will maintain a regular Training schedule and attendance determined by the supervisor.
2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.

**TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041**

Ph: +91 8151888188, [www.technologics.in](http://www.technologics.in), [www.startautomation.in](http://www.startautomation.in), [www.venture-controls.com](http://www.venture-controls.com)



3. Trainee will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Trainee will furnish his/her supervisor with all necessary information pertaining to his/her unpaid Training, including related assignments and reports.
5. Under no circumstances will Trainee leave the Training without first conferring with Trainee's supervisor.
6. Candidates to have no active back logs by end of academic year during final assessment
7. Mode of training – By considering candidates comfort and safety the entire training session has been planned to make it “**Live & Interactive with TECHNOLOGICS R&D team**” unless required to be in lab for any reason
8. In Case of requirement of hardware to be incorporated with training to make the training effective – Those simple & low cost hardware to be arranged by candidates.
9. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
10. Your Training will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
11. Just qualifying to be part of Training program will not guarantee the employment unless the participants clear the post assessment based on industry specific requirements & following mandatory performance parameters
  - a. Training attendance : 100%
  - b. Assignment rating: 80%+ ( A+). If not candidates need to re-attempt and submit.
  - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
  - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
  - e. Good code of conduct.
12. Based on the post assessment result Technologics Global will either hire for **Internal** Payroll requirement or for our client companies.
11. **CTC:** On successfully clearing interview at client location candidates would be eligible for a salary range of 4 LPA or Above.





**TECHNOLOGICS** Technologics Global Private Limited.



Congratulations and we look forward you to take this opportunity as turning point of your career.

Please review, sign and mail to confirm acceptance.

Trainee

For Company

Date

Title



## QSpiders 2023 Batch!!! Incubation Final Selection List

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

To: placement@sode-edu.in, swo@sode-edu.in

Cc: rakshith.19cs121@sode-edu.in, rakshixh@gmail.com, raksha.19cs073@sode-edu.in, rakshabkottari@gmail.com, nishmitha.19cs060@sode-edu.in, akash.19cs006@sode-edu.in, poojarysljeevitha.19cs040@sode-edu.in, deeksha.19cs031@sode-edu.in, kavya.19cs047@sode-edu.in, kavysaliyan713@gmail.com, sinchana9402r@gmail.com, manjushre.19cs053@sode-edu.in, slprattheeksha6666@gmail.com, pratheeksha.19cs068@sode-edu.in, prajwalsalmara754@gmail.com, shravya.19cs088@sode-edu.in, sshravya033@gmail.com, chandrakala.19ec011@sode-edu.in, Shradha.19cs085@sode-edu.in, Sahana Mahadev <sahana.mahadev@qspiders.in>, mary.j@qspiders.com

Hello Sir/Mam,

Good Morning

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2023 Batch from your college.

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

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & we will post you the date of Joining ASAP.



## Qspiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

### INCUBATION OFFER LETTER

Dated:

Dear Sir,

We are happy to inform you that Below Students from your college **Shri Madhwa Vadiraja Institute of Technology and Management** been Selected in our Incubation Screening Drive.

Candidate Name	Mobile Number	Email ID	Degree	Degree stream	
Rakshith Acharya	9606345405	<a href="mailto:rakshith.19cs121@sode-edu.in">rakshith.19cs121@sode-edu.in</a> , <a href="mailto:rakshixh@gmail.com">rakshixh@gmail.com</a>	BE	Computer Science(CS)	Shri Madhwa
Raksha B Kottari	9845292714	<a href="mailto:raksha.19cs073@sode-edu.in">raksha.19cs073@sode-edu.in</a> , <a href="mailto:rakshabkottari@gmail.com">rakshabkottari@gmail.com</a>	BE	Computer Science(CS)	Shri Madhwa
Nishmitha	9448480577	<a href="mailto:nishmitha.19cs060@sode-edu.in">nishmitha.19cs060@sode-edu.in</a>	BTech	Computer Science(CS)	Shri Madhwa
Akash S Kotian	9481783166	<a href="mailto:akash.19cs006@sode-edu.in">akash.19cs006@sode-edu.in</a>	BE	Computer Science(CS)	Shri Madhwa
Shreya S	7411480407	<a href="mailto:poojaryshreya2001@gmail.com">poojaryshreya2001@gmail.com</a>	BE	Computer Science(CS)	Shri Madhwa
Bhagyalakshmi B Shetty	8088215061	<a href="mailto:bhagyalakshmi.19cs025@sode-edu.in">bhagyalakshmi.19cs025@sode-edu.in</a>	BE	Computer Science(CS)	Shri Madhwa
Jeevitha	6366049315	<a href="mailto:jeevitha.19cs040@sode-edu.in">jeevitha.19cs040@sode-edu.in</a>	BE	Computer Science(CS)	Shri Madhwa
Deeksha Shetty	9448401710	<a href="mailto:deeksha.19cs031@sode-edu.in">deeksha.19cs031@sode-edu.in</a>	BE	Computer Science(CS)	Shri Madhwa
KAVYA	8088731761	<a href="mailto:kavya.19cs047@sode-edu.in">kavya.19cs047@sode-edu.in</a> , <a href="mailto:kavysaliyan713@gmail.com">kavysaliyan713@gmail.com</a>	BE	Computer Science(CS)	Shri Madhwa
SINCHANA	8105025191	<a href="mailto:sinchana9402r@gmail.com">sinchana9402r@gmail.com</a>	BE	Electronics & Communication(E&C)	Shri Madhwa
Manjushree Vinayak Bhomkar	9611289349	<a href="mailto:manjushre.19cs053@sode-edu.in">manjushre.19cs053@sode-edu.in</a>	BE	Computer Science(CS)	Shri Madhwa
Shradha S Shetty	8867566523	<a href="mailto:shradha.19cs086@sode-edu.in">shradha.19cs086@sode-edu.in</a> , <a href="mailto:shradhashetty1023@gmail.com">shradhashetty1023@gmail.com</a>	BE	Computer Science(CS)	Shri Madhwa
PRATHEEKSHA	8431811561	<a href="mailto:pratheeksha6666@gmail.com">pratheeksha6666@gmail.com</a> , <a href="mailto:pratheeksha.19cs068@sode-edu.in">pratheeksha.19cs068@sode-edu.in</a>	BE	Computer Science(CS)	Shri Madhwa
Prajwal	8971913277	<a href="mailto:prajwalsalmara754@gmail.com">prajwalsalmara754@gmail.com</a>	BE	Electronics & Communication(E&C)	Shri Madhwa
Shravya S	8546925497	<a href="mailto:shravya.19cs088@sode-edu.in">shravya.19cs088@sode-edu.in</a> , <a href="mailto:sshravya033@gmail.com">sshravya033@gmail.com</a>	BE	Computer Science(CS)	Shri Madhwa

Chandrakala	8088063828	<a href="mailto:chandrakala.19ec011@sode-edu.in">chandrakala.19ec011@sode-edu.in</a>	BE	Electronics & Communication(E&C)	Shri Madhw
Shivani	9606310639	<a href="mailto:shivani.19cs083@sode-edu.in">shivani.19cs083@sode-edu.in</a> , <a href="mailto:shettigarshivani6@gmail.com">shettigarshivani6@gmail.com</a>	BE	Computer Science(CS)	Shri Madhw
Shraddha D S	9986533614	<a href="mailto:Shraddha.19cs085@sode-edu.in">Shraddha.19cs085@sode-edu.in</a>	BE	Computer Science(CS)	Shri Madhw

**NOTE:**

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Software Testing/Software Development & General Aptitude**.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

**RULES:****Following rules to be followed for placement activities:**

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10<sup>th</sup> 12<sup>th</sup>/PUC & Degree[Till Now], 1 Govt ID proof & 2 passport size photo.

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

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college State/Location

- Karnataka -8867795448/7349196677

Note- This mail is a final confirmation of your selection, No Commercials involved & students while reporting can take a print/show the mail confirmation to the respective concerns @ QSpiders ]



Thanks & Regards,

L Devika Rani Shelke  
Business Manager

QSpiders Campus Connect

E-Mail:- [devikarani.l@qspiders.com](mailto:devikarani.l@qspiders.com)

[www.qspiders.com](http://www.qspiders.com) | [www.jspiders.com](http://www.jspiders.com)

Bengaluru | Mysore | Chennai | Hyderabad |AP|Pune | Mumbai | Kolkatta |Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |



image001.png  
3K



## Fwd: HP test termination

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

Tue, Nov 15, 2022

Dear Sir/Madam,

PFB results of HP.

.Warm Regards,

**Prof. Rashmi Bhandary**

Dean - Training, Placement and Career Guidance Cell



Adyar, Mangalore- 575007, Karnataka, India.  
**Mob: +91 9986475517, Tel-0824-2277766**

Web: [www.sahyadri.edu.in](http://www.sahyadri.edu.in)

[rashmibhandary.com](http://rashmibhandary.com)

Email: [rb.placement@sahyadri.edu.in](mailto:rb.placement@sahyadri.edu.in)

Youtube: <https://www.youtube.com/c/rashmibhandary>

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

Hi Rashmi,

Greetings for the day!

We are pleased to inform that we've selected the below 7 students for our internship programme. On the further steps will keep you updated shortly.

Sl.No	Candidate Name	Primary Email	Mobile	Bachelor College
1	Anston Prithesh Miranda	<a href="mailto:anston.miranda@gmail.com">anston.miranda@gmail.com</a>	7506127117	SJEC Mangalore - St. Josephs Engineering College - Mangalore
2	K G Varun Rai	<a href="mailto:kgvarunrai@gmail.com">kgvarunrai@gmail.com</a>	9074891018	VCET MANGALORE - VIVEKANANDA COLLEGE OF ENGINEERING AND TECHNOLOGY - M
3	Shreenanda P	<a href="mailto:shreenandap@gmail.com">shreenandap@gmail.com</a>	9164323797	SCOEM MANGALORE - SAHYADRI COLLEGE OF ENGINEERING AND MANAGEMENT - M
4	Nibha Adyanthaya	<a href="mailto:nibhady@gmail.com">nibhady@gmail.com</a>	8296257286	STJEC Mangalore - St Joseph Engineering College - Mangalore
5	Jagrathi J Nayak	<a href="mailto:jagrathijnayak@gmail.com">jagrathijnayak@gmail.com</a>	9741402397	VCET MANGALORE - VIVEKANANDA COLLEGE OF ENGINEERING AND TECHNOLOGY - M
6	Anantha Krishna Ramachandra	<a href="mailto:anantha.19cs008@sode-edu.in">anantha.19cs008@sode-edu.in</a>	7019556823	SMVITM Udupi - Shri Madhwa Vadiraja Institute of Technology and Management - Ud
7	Vishmitha K Shetty	<a href="mailto:shettyvishmitha87@gmail.com">shettyvishmitha87@gmail.com</a>	7591928294	VCET MANGALORE - VIVEKANANDA COLLEGE OF ENGINEERING AND TECHNOLOGY - M



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

## Madhwa College \_Mangalore- Final selects

3 messages

**Nagaraj Mesta** <Nagaraj.Mesta@kyndryl.com>

Tue, Sep 27, 2022 at 6:51 PM

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

Cc: Anvitha Hoskere <Anvitha.Hoskere1@kyndryl.com>, N Darma Ayyappa <N.Darma.Ayyappa1@kyndryl.com>

Hi Manjunath,

Greetings of the day !

Please find the final selects of today's interview.

Also please do share with us the confirmation within 24 hours to issue LOI and ask the students to upload necessary educational and KYC documents without fail at the earliest.

SL numbers	Name of the candidates	Branch	Ref #s
1	SHREYA UDUPA S	ECE	8829025
2	SHANTHIKA	ECE	8829274
3	PURVASH P GANGOLLI	CSE	8829473
4	ANUSHA HABBU	CSE	8830135
5	SHRUTHA V BHAT	CSE	8830553
6	REON BRITTO	CSE	8833128
7	RACHANA	ECE	8833167
8	JELENA RIYA LEWIS	CSE	8833561
9	ANJALI	CSE	8833643
10	ANJALI SHET	CSE	8833861
11	SUKANYA S NAIK	CSE	8830189
12	DEEKSHA SHETTIGAR	CSE	8833964
13	SHREYA S	CSE	8834099
14	SARDAR AFIFA	CSE	8834120
15	NIVEDITHA NANDAKUMAR	CSE	8834130
16	RANJANI	CSE	8834268
17	SRUSHTI H RAO	CSE	8833916
18	VAISHNAVI K R	CSE	8834319
19	ADITHI GIRISH	ECE	8834478
20	SAMEEKSHA P U	ECE	8830643
21	VAISHNAVI V BHAT	CSE	8834405
22	VAISHNAVI D	CSE	8834693
23	MOAZZAMI MUKTHAR AHMED	CSE	8835179

Thanks  
Nagaraj

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

Wed, Sep 28, 2022 at 8:50 AM

To: Nagaraj Mesta <Nagaraj.Mesta@kyndryl.com>

Cc: Anvitha Hoskere <Anvitha.Hoskere1@kyndryl.com>, N Darma Ayyappa <N.Darma.Ayyappa1@kyndryl.com>, Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>, "Prof. Dr. Thirumaleshwara Bhat" <principal@sode-edu.in>

Dear Nagaraj,

Greetings of the day.

I shall make sure all send their confirmations today. You can go ahead preparing their LOI and send it to us for further proceedings.

Thank you and your team for conducting the drive at our campus and recruiting a good number of students. In Fact our students had a good insingt about the on campus drive. There was a huge learning for them from guidance and support.

We wish to have a long term relationship with you and your esteemed organization. Hope to hear from you soon.

Good Wishes,



Dr. C K Manjunath

Head - Training & Placement

Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 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)

[Quoted text hidden]

**Anvitha Hoskere** <Anvitha.Hoskere1@kyndryl.com>

Mon, Oct 3, 2022 at 10:07 AM

To: Placement Officer SMVITM <placement@sode-edu.in>, Nagaraj Mesta <Nagaraj.Mesta@kyndryl.com>

Cc: N Darma Ayyappa <N.Darma.Ayyappa1@kyndryl.com>, Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>, "Prof. Dr. Thirumaleshwara Bhat" <principal@sode-edu.in>

Dear Dr Manjunath,

Greetings from Kyndryl!

All selected candidates have been issued LOI which has been posted on the candidate portal. Please get the candidates to accept LOI's available on the portal respectively within the next 24 Hrs.

Regards,  
Anvitha

---

**From:** Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
**Sent:** Wednesday, September 28, 2022 8:50 AM  
**To:** Nagaraj Mesta <[Nagaraj.Mesta@kyndryl.com](mailto:Nagaraj.Mesta@kyndryl.com)>  
**Cc:** Anvitha Hoskere <[Anvitha.Hoskere1@kyndryl.com](mailto:Anvitha.Hoskere1@kyndryl.com)>; N Darma Ayyappa <[N.Darma.Ayyappa1@kyndryl.com](mailto:N.Darma.Ayyappa1@kyndryl.com)>  
; Shrikantha Mithanthaya <[mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)>; Prof. Dr. Thirumaleshwara Bhat <[principal@sode-edu.in](mailto:principal@sode-edu.in)>  
**Subject:** [EXTERNAL] Re: Madhwa College \_Mangalore- Final selects

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**This Message Is From an External Sender**

This message came from outside your organization.

[Quoted text hidden]



8<sup>th</sup> December, 2022

Avanti V Rao  
Shri Madhwa Vadiraja Institute of Technology & Management (SMVITM)  
Udupi.

**Dear Avanti V Rao**

**Congratulations!**

We are pleased to offer you a position "**Engineer - Trainee**", at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 25,000/- per month plus TDS as applicable. At the end of the three/six months, you will be confirmed, based on your performance.

Detailed Summary of benefits including retrial benefits will be included in the revised offer letter, that will be given to you after completion of your training period. Subject to review with respect to your performance, the total compensation upon your confirmation, on Cost-To-Company will be Rs. 4,00,000/-. On performance grade and post completion of one year, your CTC will be revised to Rs. 5,00,000/-. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependents as per the company rules.

After completion of 2 year as an employee, you will be eligible for stock options from the company based on your performance.

*As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years from the date of confirmation. In the event of parting of the employee during probation period or before the said period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience Letter & there will be no Full & Final settlement.*

Please note this offer of employment and any consequent employment relationship is also contingent upon Company's satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Lekha Wireless Solutions Pvt. Ltd.  
Roshini Chambers, No. 947,  
24th Main, 2nd Phase L.S. Nagar,  
Bangalore- 560078.  
Email : [hr@lkhawireless.com](mailto:hr@lkhawireless.com)  
PH : 080 2639 0100 Fax : 080 2659 3100  
Website : [www.lkhawireless.com](http://www.lkhawireless.com)  
GSTIN : 29AABCL0994A1Z7  
CIN No. : U72200KA2016PTC055891



To accept the terms of this offer, please sign this offer letter and each of its annexures and return them to HR at Lekha Wireless Solutions Pvt. Ltd., Roshini Chambers, No. 947, 24<sup>th</sup> Main, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078.

If you do not do so to signify the acceptance of the offer, the offer will elapse within three weeks. Also, for the avoidance of doubt, if any of the contingencies described in this letter do not occur, you will not become an employee of the Company. Please also note that the terms of this offer letter (including its annexures) are confidential.

Your start date will be on or before **17<sup>th</sup> February, 2023**

On the date of joining, please carry with you copies of your Marks-sheets, Graduation Certificate, Aadhar, PAN & Address Proof. Also carry the corresponding original certificates which will be returned to you immediately after verification of the copies by the HR. If there is a history of past employment, you are required to produce the corresponding relieving letter/ experience certificate also.

The terms and conditions of this letter and its annexures will be governed and interpreted in accordance with Indian Law. Please also note that all monetary amounts referred in this document are Indian Rupee ('INR') amounts, unless specifically indicated otherwise.

**Note:** *You will be considered as a Trainee-Consultant during the probation period i.e. 3 months' to 6 months' from the date of joining.*

Welcome to the Lekha Wireless Solutions family! We wish you a long and fruitful career with the Company.

Yours faithfully,

For LEKHA WIRELESS SOLUTIONS PVT. LTD.

Ramu T S  
Founder-Director

Annexure - I

Terms and Conditions

1. **Place of Posting and Assignment:** Your place of work will be Lekha Wireless Solutions Pvt. Ltd., "Roshini Chambers", No. 947, 24<sup>th</sup> Main Road, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078. However, you may be required to report to other office or client's place as required by the Company. Your place of posting, responsibilities and duties may change depending the Company's business requirements and at the Company's discretion.
2. **Past Record:** If you make a false declaration or provide any false information to the Company about your educational qualifications and/or if you willfully suppressed any information material to the decision to offer you employment or in connection of with your employment, your employment may be immediately terminated without notice or payment in lieu.
3. **Hours of Work:** You are expected to work the Company/Client's normal business hours. Your regular weekly schedule will be from Monday to Friday. Expected hours of work are from 9am to 6pm. However you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities.
4. **Termination:** The Company or you may terminate your employment by giving 2 months written notice or compensation thereof, as per the discretion of the company. However, in the event of serious misconduct, or a breach of the terms and conditions of your employment, or any other conduct which causes the Company damage or brings you or the Company into disrepute, the Company may terminate your employment immediately without any notice.
5. **Workplace Ethics:** You will comply with Company's policies and procedures in place from time to time including those set out in the Company Employee Resource Guide. These include guidelines on dual employment, insider trading, and workplace harassment policy amongst others. You will also maintain a professional work culture in the organization in terms of attire and use and maintenance of Company property.
6. **Confidentiality:** You must not disclose any confidential information of the Company or any of its affiliated companies, nor any of their trade secrets or know-how, to any entity. You must execute, observe and abide by all the terms of the Proprietary information. A breach of any of the terms will lead to immediate termination of your employment without payment in lieu of notice.

I AVANTI. V. RAO acknowledge and agree to the above.

Signed: Avanti V Rao



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

## Campus Engagement Proposal - Shri Madhwa Vadiraja Institute of Technology & Management - Skolar

Skolar Recruit &lt;recruit@skolar.in&gt;

Fri, Nov 18, 2022 at 1:29 PM

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

Hi Dr. C K Manjunath,

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 January 2022.

Probation period - 06 Months.

Location - Bangalore.

The offer letters of these candidates are attached below.

Kindly give a confirmation that these candidates will be reporting to the office on 04 January 2022.

NAME	EMAIL ID	PHONE
VARUN	<a href="mailto:varun.18cs095@sode-edu.in">varun.18cs095@sode-edu.in</a>	9902491728
AKASH	<a href="mailto:akash.19cs004@sode-edu.in">akash.19cs004@sode-edu.in</a>	9380037471
AKASH G S KUMAR	<a href="mailto:akash.19cs005@sode-edu.in">akash.19cs005@sode-edu.in</a>	9480733828
ARYAN S BATNY	<a href="mailto:aryan.19cs019@sode-edu.in">aryan.19cs019@sode-edu.in</a>	6362318955
CHAITRA S.SHETTY	<a href="mailto:chaitra.19cs028@sode-edu.in">chaitra.19cs028@sode-edu.in</a>	6362318955
DISHASHREE	<a href="mailto:dishashree.19cs033@sode-edu.in">dishashree.19cs033@sode-edu.in</a>	8762165071
JEEVITHA	<a href="mailto:jeevitha.19cs040@sode-edu.in">jeevitha.19cs040@sode-edu.in</a>	6366049315
KAVYA	<a href="mailto:kavya.19cs047@sode-edu.in">kavya.19cs047@sode-edu.in</a>	8088731761
M SOWMITHA PAI	<a href="mailto:sowmitha.19cs050@sode-edu.in">sowmitha.19cs050@sode-edu.in</a>	7975042677
NISHMITHA	<a href="mailto:nishmitha.19cs060@sode-edu.in">nishmitha.19cs060@sode-edu.in</a>	9448480577
SHRADDHA B CHATRA	<a href="mailto:shraddha.19cs084@sode-edu.in">shraddha.19cs084@sode-edu.in</a>	9663237446
T SREESHA	<a href="mailto:sreesha.19cs104@sode-edu.in">sreesha.19cs104@sode-edu.in</a>	9113981028
UTTAM NAIK	<a href="mailto:uttam.19cs108@sode-edu.in">uttam.19cs108@sode-edu.in</a>	8618022468
ADITHI P	<a href="mailto:adithi.19ec002@sode-edu.in">adithi.19ec002@sode-edu.in</a>	8277654629
AKSHAY K G	<a href="mailto:akshay.19ec006@sode-edu.in">akshay.19ec006@sode-edu.in</a>	8088291843
ANWITHA RAO P	<a href="mailto:anwitha.19ec007@sode-edu.in">anwitha.19ec007@sode-edu.in</a>	9986575632
ARUN J K	<a href="mailto:arun.19ec008@sode-edu.in">arun.19ec008@sode-edu.in</a>	9353868700
DHEEKSHA SUVARNA	<a href="mailto:dheeksha.19ec014@sode-edu.in">dheeksha.19ec014@sode-edu.in</a>	9945746503
HARSHITHA SHETTY	<a href="mailto:harshitha.19ec018@sode-edu.in">harshitha.19ec018@sode-edu.in</a>	8277170028
KEERTHAN	<a href="mailto:keerthan.19ec024@sode-edu.in">keerthan.19ec024@sode-edu.in</a>	7259869352
PRASTHUTHI AMIN	<a href="mailto:prasthuthi.19ec037@sode-edu.in">prasthuthi.19ec037@sode-edu.in</a>	9845852016
RITESH KUMAR	<a href="mailto:rithesh.19ec045@sode-edu.in">rithesh.19ec045@sode-edu.in</a>	8152979655
SAKSHI	<a href="mailto:sakshi.19ec047@sode-edu.in">sakshi.19ec047@sode-edu.in</a>	6360242595
SHANTHKUMAR C K	<a href="mailto:shanthkumar.19ec051@sode-edu.in">shanthkumar.19ec051@sode-edu.in</a>	7019340807
SHARANYA	<a href="mailto:sharanya.19ec053@sode-edu.in">sharanya.19ec053@sode-edu.in</a>	8088375609
SHREYA	<a href="mailto:shreya.19ec059@sode-edu.in">shreya.19ec059@sode-edu.in</a>	7483138974
CHANDAN NELLI M K	<a href="mailto:chandan.18me004@sode-edu.in">chandan.18me004@sode-edu.in</a>	6364122309
K AMBRUTHESH	<a href="mailto:ambruthesh.19me004@sode-edu.in">ambruthesh.19me004@sode-edu.in</a>	9353350454
PRASAD MARUTI	<a href="mailto:prasad.19me012@sode-edu.in">prasad.19me012@sode-edu.in</a>	9108996304


GHORPADE		
RATHAN PATKAR	<a href="mailto:rathan.19me015@sode-edu.in">rathan.19me015@sode-edu.in</a>	6361842459
SAYED MOHAMMED HUSSAIN	<a href="mailto:sayed.19me018@sode-edu.in">sayed.19me018@sode-edu.in</a>	7259397326
SHABARISH R POOJARY	<a href="mailto:shabarish.19me019@sode-edu.in">shabarish.19me019@sode-edu.in</a>	7348940312
SHARON EDEN MENEZES	<a href="mailto:sharon.19me020@sode-edu.in">sharon.19me020@sode-edu.in</a>	9886489414
SUBRAMANYA S POOJARY	<a href="mailto:subramanya.19me021@sode-edu.in">subramanya.19me021@sode-edu.in</a>	7899258830
SUMANTH HEGDE	<a href="mailto:sumanth.19me023@sode-edu.in">sumanth.19me023@sode-edu.in</a>	8431844543

Thanks & Regards,

*Haritha* | *Vijay*  
8095680803 | 8867519922

Human Resource, SKLR EDTEC PVT LTD

[www.skolar.in](http://www.skolar.in)

 SKOLAR\_LOGO\_.png



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**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.

[Quoted text hidden]



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

**Fwd: LIST OF SELECTED CANDIDATES || VINTRUS**

1 message

KIRANA D N ECE &lt;kirana.19ec025@sode-edu.in&gt;

Mon, Mar 20, 2023 at 9:38 AM

To: mithanthaya.office@sode-edu.in

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

From: **hire vintrus** <hire@vintrus.com>

Date: Fri, 17 Mar 2023, 2:05 pm

Subject: LIST OF SELECTED CANDIDATES || VINTRUS

To: Nie Placement Office &lt;placement@nie.ac.in&gt;

Hi Sir,

Hope you are doing well !

We appreciate the efforts put by all the students of NIE-POOL DRIVE to get selected for the Business development position.

Kindly find the list of the selected students.

**The joining date would be 24th'March'2023**

Location : Bangalore

Shall release the offer letters as well.

*Students have to send the acceptance of the Offer letter within a day or two.*

Note : If in case, any examination, the students can go on leave for a certain period.

Shirisha K	9964481232	<a href="mailto:rickysiri48@gmail.com">rickysiri48@gmail.com</a>	NIEIT	BE	ISE (IT)
MANOJ GOWDA S	6362161883	<a href="mailto:gowdasmanoj16@gmail.com">gowdasmanoj16@gmail.com</a>	NIE	BE	EEE
Sowjanya C	6363195025	<a href="mailto:sowjanya615@gmail.com">sowjanya615@gmail.com</a>	NIEIT	BE	ECE
Pooja	9663760723	<a href="mailto:poojastilgol@gmail.com">poojastilgol@gmail.com</a>	NIEIT	BE	ECE
Gayatri irappa navi	9901436374	<a href="mailto:gayatrinavi30@gmail.com">gayatrinavi30@gmail.com</a>	NIEIT	BE	ECE
Rajinikanth G	9972710279	<a href="mailto:rajinikanth1508@gmail.com">rajinikanth1508@gmail.com</a>	NIEIT	BE	ECE
darshan m o	9591762465	<a href="mailto:darshanmo231@gmail.com">darshanmo231@gmail.com</a>	NIE	BE	EEE
deeraj R	9481029723	<a href="mailto:deerajr022@gmail.com">deerajr022@gmail.com</a>	NIE	BE	EEE
Priya K M	9606504289	<a href="mailto:priyakm628@gmail.com">priyakm628@gmail.com</a>	NIE	BE	EEE
SHRIVATSA M JOSHI	9986186646	<a href="mailto:smjjoshi5@gmail.com">smjjoshi5@gmail.com</a>	NIE	BE	ISE (IT)
Haleema Azweena	8660491158	<a href="mailto:azweena5700@gmail.com">azweena5700@gmail.com</a>	1) YIT Mudabidri	BE	CSE
Sandeep S	8618629215	<a href="mailto:sandeep71223@gmail.com">sandeep71223@gmail.com</a>	1) YIT Mudabidri	BE	ECE
MOHAMMED SHADHATH	9591852776	<a href="mailto:mohammedshadhath7@gmail.com">mohammedshadhath7@gmail.com</a>	1) YIT Mudabidri	BE	CSE
Kaleem A	8197637497	<a href="mailto:kaleemanwar2906@gmail.com">kaleemanwar2906@gmail.com</a>	1) YIT Mudabidri	BE	ECE

pooja k v	9483004204	<a href="mailto:poojagowda201@gmail.com">poojagowda201@gmail.com</a>	1) YIT Mudabidri	BE	ECE
Bindushree G	9148292754	<a href="mailto:bindushreebindushree240@gmail.com">bindushreebindushree240@gmail.com</a>	14) PDIT Hosapete	BE	CSE
AFSA	7026419489	<a href="mailto:hafsa70264@gmail.com">hafsa70264@gmail.com</a>	1) YIT Mudabidri	BE	ISE (IT)
Ambaldhage Sudheendra	7989644719	<a href="mailto:ambaldhagesudheendra2002@gmail.com">ambaldhagesudheendra2002@gmail.com</a>	1) YIT Mudabidri	BE	ECE
Anisha M Holagundi	9008699021	<a href="mailto:mhanisha7@gmail.com">mhanisha7@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Ruchita Darur	9110869013	<a href="mailto:ruchitadarur20@gmail.com">ruchitadarur20@gmail.com</a>	14) PDIT Hosapete	BE	CSE
H K Sangeetha	9663055976	<a href="mailto:hksangeetha2@gmail.com">hksangeetha2@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Polakala Somasekhar	9398407358	<a href="mailto:psomu001@gmail.com">psomu001@gmail.com</a>	8) Sambram Bangalore	BE	CSE
Betharasi Aravind	6305898985	<a href="mailto:betharasiaravind@gmail.com">betharasiaravind@gmail.com</a>	8) Sambram Bangalore	BE	CSE
Mohammed Aftab yaligar	7892449681	<a href="mailto:aftabyaligar669@gmail.com">aftabyaligar669@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Chandrashekhar G Gouda	9110648479	<a href="mailto:chandrashekhar3017@gmail.com">chandrashekhar3017@gmail.com</a>	1) YIT Mudabidri	BE	ECE
Anusha L	9880332411	<a href="mailto:anushall939@gmail.com">anushall939@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Ramya E	8970419969	<a href="mailto:ramyaeshwaran5@gmail.com">ramyaeshwaran5@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Bharath H Y	9449373653	<a href="mailto:bharathhy37@gmail.com">bharathhy37@gmail.com</a>	5) RIT Hassan	BE	CSE
Dhanvitha	7259454919	<a href="mailto:dhanvitha1646@gmail.com">dhanvitha1646@gmail.com</a>	5) RIT Hassan	BE	CSE
Deepashree SL	9353278597	<a href="mailto:deepashreesl02@gmail.com">deepashreesl02@gmail.com</a>	5) RIT Hassan	BE	EEE
Supriya P	8050637689	<a href="mailto:supriyapattar5@gmail.com">supriyapattar5@gmail.com</a>	14) PDIT Hosapete	BE	CSE
B S Vanishree	8105010672	<a href="mailto:vanishreebs2001@gmail.com">vanishreebs2001@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Darshan S	9008178816	<a href="mailto:darshan9008178816@gmail.com">darshan9008178816@gmail.com</a>	1) YIT Mudabidri	BE	EEE
Vidyasagar K M	9964815745	<a href="mailto:vidyasagarbablu15@gmail.com">vidyasagarbablu15@gmail.com</a>	8) Sambram Bangalore	BE	ISE (IT)
S Charansai	7204317410	<a href="mailto:scharansai17@gmail.com">scharansai17@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Nithin B S	8660533541	<a href="mailto:nithinbsgowda07@gmail.com">nithinbsgowda07@gmail.com</a>	5) RIT Hassan	BE	CSE
Bhavana R	7975416063	<a href="mailto:bhavanaramakrishnaiah1@gmail.com">bhavanaramakrishnaiah1@gmail.com</a>	8) Sambram Bangalore	BE	CSE
B V Anusha Rani	9449280729	<a href="mailto:bv.anusharani@gmail.com">bv.anusharani@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Indrakumar K S	9019247007	<a href="mailto:indrakumarks7008@gmail.com">indrakumarks7008@gmail.com</a>	5) RIT Hassan	BE	CSE
J Sahana	9113010272	<a href="mailto:sahanajingade02@gmail.com">sahanajingade02@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Vani M	7619415212	<a href="mailto:vanimonika453@gmail.com">vanimonika453@gmail.com</a>	8) Sambram Bangalore	BE	CSE
Sahana B	8088209696	<a href="mailto:sahanabel9@gmail.com">sahanabel9@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Naba Rahman S R	8436135587	<a href="mailto:nabarahman2001@gmail.com">nabarahman2001@gmail.com</a>	5) RIT Hassan	BE	CSE
Vinaya Rodakar	7483338911	<a href="mailto:vinayarodakar10@gmail.com">vinayarodakar10@gmail.com</a>	15) AITM Belgaum and	BE	CSE
MOHAN.D.G	7022350070	<a href="mailto:deepakdgshetty000@gmail.com">deepakdgshetty000@gmail.com</a>	5) RIT Hassan	BE	CSE

Preethi Jannu	8123609570	<a href="mailto:Preetijannu0613@gmail.com">Preetijannu0613@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Meghana P	9972914303	<a href="mailto:meghanap1220@gmail.com">meghanap1220@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Shruthi N V	7259575030	<a href="mailto:shruthinv88@gmail.com">shruthinv88@gmail.com</a>	5) RIT Hassan	BE	CSE
Nischitha VJ	9901760637	<a href="mailto:nischithavj@gmail.com">nischithavj@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Sahana S Patil	8088350747	<a href="mailto:sahanapatil808@gmail.com">sahanapatil808@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Omkar D Patil	8217701069	<a href="mailto:op340632@gmail.com">op340632@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Manasi M Shahapurkar	9590464422	<a href="mailto:manasims0541@gmail.com">manasims0541@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Mustakeen Nimbargi	9353151283	<a href="mailto:mustakeen9353@gmail.com">mustakeen9353@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Shreya Jinni	6361577746	<a href="mailto:shreyajinni6361@gmail.com">shreyajinni6361@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Mahesh Mundas	7259233614	<a href="mailto:maheshmundas7@gmail.com">maheshmundas7@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Viresh Ganachari	8197537279	<a href="mailto:vireshmganachari17abd@gmail.com">vireshmganachari17abd@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Adarsh S	8971065629	<a href="mailto:adarshadhu.s12001@gmail.com">adarshadhu.s12001@gmail.com</a>	8) Sambram Bangalore	BE	CSE
Tanuja Bavusab Shinde	8431742133	<a href="mailto:shindetanuja971@gmail.com">shindetanuja971@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Radhika S Biradarpatil	9353688878	<a href="mailto:radhikabpatil95@gmail.com">radhikabpatil95@gmail.com</a>	15) AITM Belgaum and	BE	ECE
chandrakala	8088063828	<a href="mailto:chandrakala.19ec011@sode-edu.in">chandrakala.19ec011@sode-edu.in</a>	4) SMVITM Udupi	BE	ECE
Jeevitha	6366049315	<a href="mailto:jeevitha.19cs040@sode-edu.in">jeevitha.19cs040@sode-edu.in</a>	4) SMVITM Udupi	BE	CSE
Harsha V M	9742975561	<a href="mailto:harshavm08@gmail.com">harshavm08@gmail.com</a>	5) RIT Hassan	BE	CSE
KIRANA DN	8105488056	<a href="mailto:kirana.19ec025@sode-edu.in">kirana.19ec025@sode-edu.in</a>	4) SMVITM Udupi	BE	ECE
KAVYA	8088731761	<a href="mailto:kavya.19cs047@sode-edu.in">kavya.19cs047@sode-edu.in</a>	4) SMVITM Udupi	BE	CSE
Sushmita kokatanur	8088400179	<a href="mailto:sushmitakokatanur@gmail.com">sushmitakokatanur@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Varun	9902491728	<a href="mailto:varun.18cs095@sode-edu.in">varun.18cs095@sode-edu.in</a>	4) SMVITM Udupi	BE	CSE
Aishwarya H	8904913002	<a href="mailto:aishwaryahogetapal@gmail.com">aishwaryahogetapal@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Dishashree	8762165071	<a href="mailto:dishashree.19cs033@sode-edu.in">dishashree.19cs033@sode-edu.in</a>	4) SMVITM Udupi	BE	CSE
Anushka Tukaram Karane	7676936721	<a href="mailto:anushkakarane567@gmail.com">anushkakarane567@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Shubham Ambure	6364433092	<a href="mailto:sambure09@gmail.com">sambure09@gmail.com</a>	15) AITM Belgaum and	BE	CSE
AKASH KUMAAR G R	7349260630	<a href="mailto:akashkumaar240@gmail.com">akashkumaar240@gmail.com</a>	8) Sambram Bangalore	BE	CSE
Usha.S.Chinnappan	6362642599	<a href="mailto:ushachinnappanavar@gmail.com">ushachinnappanavar@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Divya V Hebbar	9449181535	<a href="mailto:divyahebbar31801@gmail.com">divyahebbar31801@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Vishal P	9591601695	<a href="mailto:vishalgowda144@gmail.com">vishalgowda144@gmail.com</a>	8) Sambram Bangalore	BE	CSE

Keerthi	6361875024	<a href="mailto:keerthirao2001@gmail.com">keerthirao2001@gmail.com</a>	1) YIT Mudabidri	BE	ISE (IT)
Pavithra	9731093748	<a href="mailto:pavithrag629@gmail.com">pavithrag629@gmail.com</a>	5) RIT Hassan	BE	CSE
Fathima Sameena	7899348818	<a href="mailto:sameena3262@gmail.com">sameena3262@gmail.com</a>	5) RIT Hassan	BE	CSE
Shivani Soudagar	9741446530	<a href="mailto:shivanisoudagar6@gmail.com">shivanisoudagar6@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Suchithra Nayak	7899978849	<a href="mailto:suchithranayak30707@gmail.com">suchithranayak30707@gmail.com</a>	1) YIT Mudabidri	BE	CSE
Bhavana HJ	8792522749	<a href="mailto:bhavanahjayakumar@gmail.com">bhavanahjayakumar@gmail.com</a>	5) RIT Hassan	BE	CSE
Tejaswini C S	9449320480	<a href="mailto:tejugowda1005@gmail.com">tejugowda1005@gmail.com</a>	8) Sambram Bangalore	BE	CSE
<a href="mailto:nikhithabr1@gmail.com">nikhithabr1@gmail.c</a>	8088657377	<a href="mailto:nikhithabr1@gmail.com">nikhithabr1@gmail.com</a>	5) RIT Hassan	BE	CSE
Charani P	8550048414	<a href="mailto:charani0104@gmail.com">charani0104@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Raveena Kaladagi	8431964073	<a href="mailto:raveenakaladagi2001@gmail.com">raveenakaladagi2001@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Shreedevi	9741669492	<a href="mailto:shreedevitalakal92@gmail.com">shreedevitalakal92@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Supriya Kore	8088513693	<a href="mailto:supriyakore517@gmail.com">supriyakore517@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Sagar Vijaykumar Revankar	7975161924	<a href="mailto:sagarvrevankar2001@gmail.com">sagarvrevankar2001@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Jenkar K P	7483126551	<a href="mailto:jenkarkp2002@gmail.com">jenkarkp2002@gmail.com</a>	8) Sambram Bangalore	BE	CSE
Keerthana H A	9740402314	<a href="mailto:keerthanaha5@gmail.com">keerthanaha5@gmail.com</a>	5) RIT Hassan	BE	ECE
SUMEET NAYAK	8369400714	<a href="mailto:nayaksumeet54@gmail.com">nayaksumeet54@gmail.com</a>	8) Sambram Bangalore	BE	ECE
Sajna	9380753420	<a href="mailto:sajnanazeer786@gmail.com">sajnanazeer786@gmail.com</a>	1) YIT Mudabidri	BE	ECE
Basavaraj Malagi	9886740734	<a href="mailto:basavarajmalagi345@gmail.com">basavarajmalagi345@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Rachana AR	9663004435	<a href="mailto:arrachana260@gmail.com">arrachana260@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Mithun kotin	6363139376	<a href="mailto:mithunkotin77@gmail.com">mithunkotin77@gmail.com</a>	15) AITM Belgaum and	BE	CSE
RATIKA NAIK	7975860757	<a href="mailto:ratikanaik04@gmail.com">ratikanaik04@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Aravind kotalakar	6361785034	<a href="mailto:aravindkotalakar123@gmail.com">aravindkotalakar123@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Neha Shiramagond	7892515045	<a href="mailto:nehashiramagond17112001@gmail.com">nehashiramagond17112001@gmail.com</a>	1) YIT Mudabidri	BE	CSE
Soumya S Malagi	7619529384	<a href="mailto:soumyamalagi06@gmail.com">soumyamalagi06@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Megha Malagar	6361619998	<a href="mailto:meghamalagar30@gmail.com">meghamalagar30@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Nikita S Pattar	9901876549	<a href="mailto:nikitaspattar12@gmail.com">nikitaspattar12@gmail.com</a>	15) AITM Belgaum and	BE	CSE
P Momina Kousar	9591834916	<a href="mailto:mominakousar218@gmail.com">mominakousar218@gmail.com</a>	14) PDIT Hosapete	BE	EEE
Sindhu Shankarappa Udapudi	9108046904	<a href="mailto:sindhusudapudi@gmail.com">sindhusudapudi@gmail.com</a>	15) AITM Belgaum and	BE	ECE
AMRUTHA SHETTI	7483101078	<a href="mailto:amruthashetti6@gmail.com">amruthashetti6@gmail.com</a>	15) AITM Belgaum and	BE	CSE
T Sreesha	9113981028	<a href="mailto:sreesha.19cs104@sode-edu.in">sreesha.19cs104@sode-edu.in</a>	4) SMVITM Udupi	BE	CSE



Preeti khairav	9380646445	<a href="mailto:preeti9740530407@gmail.com">preeti9740530407@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Akshata C Dhanawade	8970281185	<a href="mailto:akshatadhanawadr01@gmail.com">akshatadhanawadr01@gmail.com</a>	15) AITM Belgaum and	BE	ECE
Rashmi BP	8147119834	<a href="mailto:rashmianand678@gmail.com">rashmianand678@gmail.com</a>	5) RIT Hassan	BE	ECE
Aradhana Shinde	8095689454	<a href="mailto:aradhanashinde2001@gmail.com">aradhanashinde2001@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Omkar S Patil	9148542636	<a href="mailto:shiviyogi1patil@gmail.com">shiviyogi1patil@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Ekanth Gowda A S	8431766937	<a href="mailto:ekanth2002@gmail.com">ekanth2002@gmail.com</a>	5) RIT Hassan	BE	ME
Subin Anand	8078075784	<a href="mailto:subinanand8078@gmail.com">subinanand8078@gmail.com</a>	1) YIT Mudabidri	BE	ISE (IT)
Harish Channappa Chigari	7483393226	<a href="mailto:mr.harishchigari@gmail.com">mr.harishchigari@gmail.com</a>	15) AITM Belgaum and	BE	CSE
LOVELY KUMARI	8521999681	<a href="mailto:lovely02012000@gmail.com">lovely02012000@gmail.com</a>	8) Sambram Bangalore	BE	CSE
Seema Angadi	9986077438	<a href="mailto:seemaangadi7294@gmail.com">seemaangadi7294@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Sahana M B	8660939345	<a href="mailto:sbmadabal@gmail.com">sbmadabal@gmail.com</a>	14) PDIT Hosapete	BE	CSE
Sandeep Chandrashekhar Noolin	8861975870	<a href="mailto:sandeepnulin1234@gmail.com">sandeepnulin1234@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Sumeet Pandurang Naik	9535698093	<a href="mailto:sumeetnaik765@gmail.com">sumeetnaik765@gmail.com</a>	15) AITM Belgaum and	BE	CSE
Sukumara C Shetty	8088677835	<a href="mailto:sukumara.19cs098@sode-edu.in">sukumara.19cs098@sode-edu.in</a>	4) SMVITM Udupi	BE	CSE
Archana R Archana R	9880629984	<a href="mailto:rarchana0821@gmail.com">rarchana0821@gmail.com</a>	NIEIT	BE	ECE
Venkatesh prasad k	8088762644	<a href="mailto:venkateshprasad214@gmail.com">venkateshprasad214@gmail.com</a>	NIE	BE	IPE
Gangadhara	9353666951	<a href="mailto:gangadharakharvi260@gmail.com">gangadharakharvi260@gmail.com</a>	1) YIT Mudabidri	BE	ECE
SAMBREENA BANU	7619536597	<a href="mailto:sambrinabanu2001@gmail.com">sambrinabanu2001@gmail.com</a>	1) YIT Mudabidri	BE	ISE (IT)
BIBEK KUMAR PANDIT					

Date: 07-Nov-2022



Ref. No.: RT1/EEI/2223/2114

Mr. Gaurav Acharya,  
C/O Gopalakrishna Acharya,  
3-188 B Gaurav , Veera Hanuman Road  
Near Hanuman Garagee,  
Chitpady, Udupi  
576101

Dear Gaurav,

Thank you for exploring career opportunities with us and it is our pleasure to welcome you to **Robosoft Technologies India Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. We believe your skills and experience is an excellent match for our company. You have been selected for the position of **Trainee Software Engineer (Band T1)**. Your employment will be effective from your date of joining, which shall be on or before **01-Aug-2023**.

Under the terms of this offer:

Your employment with **Robosoft Technologies India Pvt Ltd** is deemed to be confirmed after **6 (six)** months of your joining unless you are communicated otherwise within the said period. This confirmation is subject to satisfactory performance of the services expected of you.

Your "Annual cost-to-company" will be **INR 4,50,000 (Rupees Four Lakhs Fifty Thousand Only)** Please refer Annexure-I for details on the compensation and statutory deductions.

Your work location of position will be **Udupi**, but you may be required to work in any other place as per the requirement of the Company and The Company also reserves the right to change the position for which you are being hired and/or your duties. As per company requirements you may have to work remotely from time to time as per business needs or government mandate.

You will be issued a letter of appointment with all (i) terms & conditions of the employment at the time of your joining or earlier once you have accepted the Offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time. You are required to complete the pre joining formalities as per the Company Policy before the Date of Joining.

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

**Robosoft Technologies Private Limited**

217, NH 66, Santhekatte, New Udupi - 576 105, India • Tel: 91 820 2593930 • info@robosoftin.com • www.robosoftin.com  
Corporate ID No.: U72900KA2000PTC027961

This offer of employment is subject to the following conditions:

- a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;
- b. The Company will be entitled to conduct background checks carried out either on own or through an external agency and you hereby expressly grant the Company the permission to do so and waive and all rights under applicable law in this regard; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

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

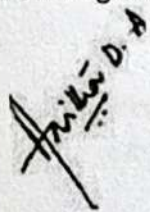
It gives us a great pleasure to invite you to join the Robosoft family. We will be delighted to have you as part of our growing family and be a key contributor to the success of Robosoft Technologies. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **10- Nov-2022 after which time this offer will be considered to have been withdrawn by the Company without further notice to you.**

You are expected to produce, before joining, a set of documents as mentioned in Annexure-II. Any pending documents are required to be submitted on the date of joining.

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

In case of further clarifications, please get in touch with our Human Possibilities Team (E-Mail: [hrd@robosoftin.com](mailto:hrd@robosoftin.com) , Contact No: - 0820 – 2593930, +91-9980535064).

Best Regards,



**Anitha D Aiyappa**  
Vice President – Human Possibilities

I accept the Offer as outlined above



[Signature]

Gaurav Acharya

[Name]

9/11/22

[Date]

### ANNEXURE – I

Your Compensation Package, on CTC (Cost to Company) basis, shall be INR 4,50,000 per annum, as detailed below:

Sl No.	Component	Amount in Rupees per month	Amount in Rupees per annum	Description
1	Basic Salary	15,000	1,80,000	Paid monthly
2	House Rent Allowance	6,000	72,000	Paid monthly
3	Conveyance Allowance	1,600	19,200	Paid monthly
4	Medical Re-imbursment	1,250	15,000	Paid monthly
5	Food & Refreshments	1,000	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	1,250	15,000	Paid monthly
7	Other Allowance	4,529	54,346	Paid monthly
	<b>Annual Gross Salary (Total of components 1 to 7)</b>	30,629	3,67,546	
8	Provident Fund (Employer's Contribution)	1,800	21,600	Employer's contribution paid monthly
9	Medical Insurance Premium	600	7,200	Paid directly by the Company
10	Gratuity	721	8,654	Paid directly by the Company
	<b>Total Fixed</b>	33,750	405,000	
11	Variable Pay I	3,750	45,000	Paid at the end of the year based on <b>Individual</b> performance
	<b>Total CTC</b>	37,500	4,50,000	

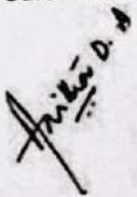
- (a) Group Medical insurance coverage: You would be eligible to be covered under the Group Medical insurance coverage of the company with a cover of 5 LAKHS applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you, that is additional Medical Insurance Premium charges of INR 9,000 per annum (approximately). If enrolment of parents is not opted for, the applicable cover (for self only or self + spouse + up to 2 children) will be 4 LAKHS.
- (b) Personal Accident Insurance coverage: Company provides Personal Accident Insurance for employee, the coverage of this insurance is INR 2 Lakhs, the applicable premium is part of CTC.
- (c) Variable Pay: - Variable Pay (VP) amount mentioned shall be payable as per Variable Pay Policy applicable for the Financial Year.
- (d) Food Coupon: - Food Coupon provided by the Company based on voluntary declaration and is tax exempted. One can opt for INR 1000/- per month or INR 2000/- per month as part of initial declarations upon joining the Company.
- (e) Gratuity:- Payment of Gratuity will be governed by "Payment of Gratuity Act 1972" and subjected to applicable taxes as per Indian Income Tax Act.

- (f) Employee Provident Fund: - 12% of Basic Salary or INR 1800 Per Month. EPF applicable both from Employer and Employee's side contribution shall be deducted from monthly Gross salary.
- (g) Employee State Insurance Act:- Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Employee State Insurance Act , 1948 (ESIC) and will entitled to avail benefits under the same.
- (h) This is a full-time employment requiring minimum of 45 hours per week. Your regular weekly schedule will be Monday to Friday 09:00am-06:00pm.
- (i) You will be eligible for 12 days of earned leaves and 12 days of Sick/casual leaves per annum.
- (j) You will be on Probation for the first six months of your service. We will follow a formal confirmation process at the end of six months subject to satisfactory performance of the services expected of you.
- (k) Notice of termination – Voluntary or Involuntary: We wish for a long & fulfilling career at Robosoft. However, if the situation so arises wherein either you or the employer wishes to terminate employment, a three months' notice is mandatory in case of confirmed employees. If during probation, a notice of one month is compulsory.

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

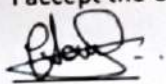
Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,



**Anitha D Aiyappa**  
Vice President – Human Possibilities

I accept the Offer as outlined above

  
[Signature]

Raurav Acharya  
[Name]

9/11/22  
[Date]

## ANNEXURE – II

list of documents to be brought on the date of joining

1) Identity & Address Proof:

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

**Two sets of photo-copies of the above documents required**

2) Academic Records:

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

3) Records of previous Work experience

- a. Work Experience certificate from all past employers
- b. Relieving letter from the immediate past employer
- c. Appointment Letter from the immediate past employer
- d. Pay-slips for the past 3 months

**One set of photo-copies of all the above documents in Sl 2 and Sl 3.**

4) 10 Passport size + 1 Stamp Size Photos

5) For reference and antecedents' verification:

Contact details of 2 senior team members (lead/managerial level or above)/ HR officials from your immediate 2 past companies (In case you have worked only in 1 company, please provide 2 contacts from the same company)

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



## Letter of Intent

December 05, 2022  
Gautam Shet  
Shri Madhwa Vadiraja Institute of Technology and Management, Udupi

Dear Gautam Shet,

We are pleased to inform you that you have been provisionally short-listed for employment as "**Software Engineer Trainee**".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXWARE TECHNOLOGIES LIMITED**

A handwritten signature in black ink that reads 'Monica Mathur'.

Monica Mathur  
Vice President, Recruitment-India & APAC



### HEXWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500  
(CIN) : L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)



Private and Confidential

Dear Hariprasad Bhat K,

I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Mr. Sujith Kumar.

If you accept this offer, you will begin your internship with the Company on 15<sup>th</sup> February 2023. You will be paid a stipend of Rs.8,000.

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays. Your internship is expected to end on August 31<sup>st</sup> 2023. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all 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.

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

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

Yours faithfully For Kambala Solutions Pvt. Ltd.

Somnath Jogi  
Managing Director

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above

Name - Hariprasad Bhat K

Signature -

Date -





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

## Juego Studios - SMVITM - placement drive 2022

Abhijith S &lt;abhijith.s@juegostudio.com&gt;

Fri, Sep 30, 2022 at 11:31 AM

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

Cc: suman@juegostudio.com, hr &lt;hr@juegostudio.com&gt;, Chithranjan VM &lt;chitharanjan.vm@juegostudio.com&gt;, "ganesh.a" &lt;ganesh.a@juegostudio.com&gt;, Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;, Nishitha Chowta &lt;nishitha.c@juegostudioz.com&gt;, SMVITM BANTAKAL UDUPI &lt;principal@sode-edu.in&gt;

Hello Dr. Manjunath,

On behalf of Juego Studios Pvt Ltd, I would like to extend my gratitude and appreciation for all the support that you have provided for completing this drive.

Please find the confirmed list of students below. For further communication our HR team will get in touch with you in the coming days.

Name	USN	Position	Status
Karthik H Amin	4MW19CS045	Trainee Software Engineer Level 2	SELECTED
Vishwas Prabhu	4MW19CS118	Trainee Software Engineer Level 1	SELECTED
Sujith Prabhu	4MW19CS096	Trainee Software Engineer Level 1	SELECTED

Regards

--

Abhijith Shetty

Vice President - Delivery

Juego Studio Private Limited

Bangalore | Miami | London | Jeddah | Dubai

Mob: +91 9535532299

Skype: [abhijith.shetty.kr](https://www.skype.com/user/abhijith.shetty.kr) | Website: [www.juegostudio.com](http://www.juegostudio.com)

Juego Studio Private Limited Confidentiality Statement: This e-mail contains confidential information which may also be privileged. Unless you are the addressee (or authorized to receive for the addressee), you may not copy, use, disclose or distribute the e-mail message or any information contained in the message. If you have received the e-mail message in error, please advice the sender by replying to the e-mail message or by telephone and then promptly delete it

**P Please consider the environment before printing this e-mail**

On 29-Sep-2022, at 5:03 PM, Nishitha Chowta <nishitha.c@juegostudioz.com> wrote:

Hello Manjunath,

Please find the below link for the HR form to be filled by the students who are shortlisted for the final HR round.

<https://forms.gle/z1inX7f4hdkxuim19>

**Note:** The students have to fill the above form before appearing for the interview.

Also provide the resumes of the shortlisted students.

Please find the below timings of the HR round

1. Anantha Krishna Ramachandra - 5:30PM
2. Vishwas Prabhu - 5:30PM
3. Karthik H Amin - 6PM
4. Sujith Prabhu - 6PM

Thanks and Regards,  
**Nishitha Chowta**  
 HR Recruiter

**Juego Studio Private Limited**  
 Bangalore | Miami | London | Dubai  
 Mob: +918929808414

---

**From:** Ganesh A <ganesh.a@juegostudio.com>  
**Sent:** Thursday, September 29, 2022 4:38 PM  
**To:** Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>  
**Cc:** Placement Officer SMVITM <placement@sode-edu.in>; suman@juegostudio.com <suman@juegostudio.com>; hr <hr@juegostudio.com>; Chithranjan VM <chitharanjan.vm@juegostudio.com>; Nishitha Chowta <nishitha.c@juegostudioz.com>; abhijith.s <abhijith.s@juegostudio.com>; SMVITM BANTAKAL UDUPI <principal@sode-edu.in>  
**Subject:** Re: Juego Studios - SMVITM - placement drive 2022

Dear Sir,

Please find the list of candidates shortlisted for HR round with the positions offered.

Name	USN	Position	Status
ANANTHA KRISHNA RAMACHANDRA	4MW19CS008	Level 3	HR Pending
KARTHIK H AMIN	4MW19CS045	Level 2	HR Pending
VISHWAS PRABHU	4MW19CS118	Level 1	HR Pending
SUJITH PRABHU	4MW19CS096	Level 1	HR Pending

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]



Private and Confidential

Dear Keerthan K Karkera,

I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Mr. Sujith Kumar.

If you accept this offer, you will begin your internship with the Company on 15<sup>th</sup> February 2023. You will be paid a stipend of Rs.8,000.

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays. Your internship is expected to end on August 31<sup>st</sup> 2023. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all 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.

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

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

Yours faithfully For Kambala Solutions Pvt. Ltd.

Somnath Jogi  
Managing Director

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above

Name - Keerthan K Karkera

Signature -

Date -

Date: 07-Nov-2022



Ref. No.: RT1/EEI/2223/2115

Mr. Manish Prakash Shriyan  
S/O B Prakash Shriyan,  
2-65(A) Subhahini , Near Gandhi Maidan,  
Hiriyadka , Udupi  
576113

Dear Manish ,

Thank you for exploring career opportunities with us and it is our pleasure to welcome you to **Robosoft Technologies India Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. We believe your skills and experience is an excellent match for our company. You have been selected for the position of **Trainee Software Engineer (Band T1)**. Your employment will be effective from your date of joining, which shall be on or before **01-Aug-2023**.

Under the terms of this offer:

Your employment with **Robosoft Technologies India Pvt Ltd** is deemed to be confirmed after **6 (six)** months of your joining unless you are communicated otherwise within the said period. This confirmation is subject to satisfactory performance of the services expected of you.

Your "Annual cost-to-company" will be **INR 4,50,000 (Rupees Four Lakhs Fifty Thousand Only)** Please refer Annexure-I for details on the compensation and statutory deductions.

Your work location of position will be **Udupi**, but you may be required to work in any other place as per the requirement of the Company and The Company also reserves the right to change the position for which you are being hired and/or your duties. As per company requirements you may have to work remotely from time to time as per business needs or government mandate.

You will be issued a letter of appointment with all (i) terms & conditions of the employment at the time of your joining or earlier once you have accepted the Offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time. You are required to complete the pre joining formalities as per the Company Policy before the Date of Joining.

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

**Robosoft Technologies Private Limited**

217, NH 66, Santhekatte, New Udupi - 576 105, India • Tel: 91 820 2593930 • info@robosoftin.com • www.robosoftin.com  
Corporate ID No.: U72900KA2000PTC027961



Scanned with OKEN Scanner

This offer of employment is subject to the following conditions:

- a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;
- b. The Company will be entitled to conduct background checks carried out either on own or through an external agency and you hereby expressly grant the Company the permission to do so and waive and all rights under applicable law in this regard; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

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

It gives us a great pleasure to invite you to join the Robosoft family. We will be delighted to have you as part of our growing family and be a key contributor to the success of Robosoft Technologies. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before 10- Nov-2022 after which time this offer will be considered to have been withdrawn by the Company without further notice to you.

You are expected to produce, before joining, a set of documents as mentioned in Annexure-II. Any pending documents are required to be submitted on the date of joining.

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

In case of further clarifications, please get in touch with our Human Possibilities Team (E-Mail: [hrd@robosoftin.com](mailto:hrd@robosoftin.com) , Contact No: - 0820 – 2593930, +91-9980535064).

Best Regards,



**Anitha D Aiyappa**  
Vice President – Human Possibilities

---

I accept the Offer as outlined above



[Signature]

Manish Prakash Shrivastava  
[Name]

09/11/2022  
[Date]

### ANNEXURE – I

Your Compensation Package, on CTC (Cost to Company) basis, shall be INR 4,50,000 per annum, as detailed below:

Sl No.	Component	Amount in Rupees per month	Amount in Rupees per annum	Description
1	Basic Salary	15,000	1,80,000	Paid monthly
2	House Rent Allowance	6,000	72,000	Paid monthly
3	Conveyance Allowance	1,600	19,200	Paid monthly
4	Medical Re-imbursment	1,250	15,000	Paid monthly
5	Food & Refreshments	1,000	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	1,250	15,000	Paid monthly
7	Other Allowance	4,529	54,346	Paid monthly
	<b>Annual Gross Salary (Total of components 1 to 7)</b>	<b>30,629</b>	<b>3,67,546</b>	
8	Provident Fund (Employer's Contribution)	1,800	21,600	Employer's contribution paid monthly
9	Medical Insurance Premium	600	7,200	Paid directly by the Company
10	Gratuity	721	8,654	Paid directly by the Company
	<b>Total Fixed</b>	<b>33,750</b>	<b>405,000</b>	
11	Variable Pay I	3,750	45,000	Paid at the end of the year based on Individual performance
	<b>Total CTC</b>	<b>37,500</b>	<b>4,50,000</b>	

- (a) **Group Medical insurance coverage:** You would be eligible to be covered under the Group Medical insurance coverage of the company with a cover of 5 LAKHS applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you, that is additional Medical Insurance Premium charges of INR 9,000 per annum (approximately). If enrolment of parents is not opted for, the applicable cover (for self only or self + spouse + up to 2 children) will be 4 LAKHS.
- (b) **Personal Accident Insurance coverage:** Company provides Personal Accident Insurance for employee, the coverage of this insurance is INR 2 Lakhs, the applicable premium is part of CTC.
- (c) **Variable Pay:** - Variable Pay (VP) amount mentioned shall be payable as per Variable Pay Policy applicable for the Financial Year.
- (d) **Food Coupon:** - Food Coupon provided by the Company based on voluntary declaration and is tax exempted. One can opt for INR 1000/- per month or INR 2000/- per month as part of initial declarations upon joining the Company.
- (e) **Gratuity:-** Payment of Gratuity will be governed by "Payment of Gratuity Act 1972" and subjected to applicable taxes as per Indian Income Tax Act.

- (f) Employee Provident Fund: - 12% of Basic Salary or INR 1800 Per Month. EPF applicable both from Employer and Employee's side contribution shall be deducted from monthly Gross salary.
- (g) Employee State Insurance Act:- Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Employee State Insurance Act , 1948 (ESIC) and will entitled to avail benefits under the same.
- (h) This is a full-time employment requiring minimum of 45 hours per week. Your regular weekly schedule will be Monday to Friday 09:00am-06:00pm.
- (i) You will be eligible for 12 days of earned leaves and 12 days of Sick/casual leaves per annum.
- (j) You will be on Probation for the first six months of your service. We will follow a formal confirmation process at the end of six months subject to satisfactory performance of the services expected of you.
- (k) Notice of termination – Voluntary or Involuntary: We wish for a long & fulfilling career at Robosoft. However, if the situation so arises wherein either you or the employer wishes to terminate employment, a three months' notice is mandatory in case of confirmed employees. If during probation, a notice of one month is compulsory.

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

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

Yours sincerely,



**Anitha D Aiyappa**  
**Vice President – Human Possibilities**

I accept the Offer as outlined above

  
[Signature]

Manish Bakesh Shriyan  
[Name]

09/11/2022  
[Date]

## ANNEXURE – II

List of documents to be brought on the date of joining

1) Identity & Address Proof:

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

**Two sets of photo-copies of the above documents required**

2) Academic Records:

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

3) Records of previous Work experience

- a. Work Experience certificate from all past employers
- b. Relieving letter from the immediate past employer
- c. Appointment Letter from the immediate past employer
- d. Pay-slips for the past 3 months

**One set of photo-copies of all the above documents in SI 2 and SI 3.**

4) 10 Passport size + 1 Stamp Size Photos

5) For reference and antecedents' verification:

Contact details of 2 senior team members (lead/managerial level or above)/ HR officials from your immediate 2 past companies (In case you have worked only in 1 company, please provide 2 contacts from the same company)

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





# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Abhishek Dayanand Hegde**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 300000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



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

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**Re: SMVIT -for second round interview shortlist confirmation**

---

Manjusha M Shenoy (Trianz) &lt;manjusha.shenoy@trianz.com&gt;

Thu, Oct 6, 2022 at 10:35 AM

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

Cc: "Vinay Vaishnav (Trianz)" &lt;vinay.vaishnav@trianz.com&gt;, Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

Hi Sir,

Kindly find the below HR selects for your reference.

Name	Email Id
NABEEHA BANU	nabeeha.19cs057@sode-edu.in
LOHITH V P	lohith.19ec026@sode-edu.in

We will shortly communicate further process.

Regards,

Manjusha Shenoy | Senior Executive | Campus Hiring | 9620413872



10/6/22, 10:37 AM

Shri Sode Vadiraja Mutt Education Trust Mail - Re: SMVIT -for second round interview shortlist confirmation

[trianz.com](https://trianz.com) | [linkedin](https://www.linkedin.com) | [facebook](https://www.facebook.com) | [twitter](https://www.twitter.com)

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

**Sent:** 01 October 2022 09:55

[Quoted text hidden]

[Quoted text hidden]



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

---

## Nishith - Joining date 6th February 2023

1 message

---

**Krithika Saralaya** <krithika.saralaya@invenger.com>  
To: "placement@sode-edu.in" <placement@sode-edu.in>  
Cc: Akshay Shenoy <akshay.shenoy@invenger.com>

Fri, Feb 3, 2023 at 6:20 PM

Hi,

As we are starting with the New project, we expect at least Nishith to Join by the 6<sup>th</sup> Of February 2023. He can get all his original documents and a Hard copy of the offer letter will be provided on the same day.

Regards,

**Krithika Saralaya**

**HR Manager**

**Invenger Technologies Pvt. Ltd.**

Ph:8971581193



\*\*\* PLEASE NOTE \*\*\* The contents of this e-mail and any attachment(s) may contain confidential or privileged information for the intended recipient(s). Unintended recipients are prohibited from taking action on the basis of information in this e-mail and using or disseminating the information, and must notify the sender and delete it from their system.



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Akshay Kumar**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 300000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



Private and Confidential

Dear Nithanth Marate,

I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Mr. Sujith Kumar.

If you accept this offer, you will begin your internship with the Company on 15<sup>th</sup> February 2023. You will be paid a stipend of Rs.8,000.

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays. Your internship is expected to end on August 31<sup>st</sup> 2023. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all 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.

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

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

Yours faithfully For Kambala Solutions Pvt. Ltd.

Somnath Jogi  
Managing Director

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above

Name - Nithanth Marate

Signature -

Date -

Date: 27/12/2022

To  
pooja shettigar,  
pooja.19cs064@sode-edu.in,  
8088295280.

Dear pooja shettigar,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.


This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

**After successful completion** of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1<sup>st</sup> week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready 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 [info@tekworks.in](mailto:info@tekworks.in). **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



**Sridhar Tirumala**  
Managing Director



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Ananya D**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 300000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343





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

## Rinex Technologies - Campus Placement Drive 2022

placements rinex <placements@rinex.ai>

Sat, Dec 17, 2022 at 11:07 AM

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

Cc: chandan.19cv008@sode-edu.in, chandan.18me004@sode-edu.in, anwitha.19cv006@sode-edu.in, sumanth.19me023@sode-edu.in, karthik.19ec023@sode-edu.in, aryan.19cs019@sode-edu.in, chaithra.19ec010@sode-edu.in, sowmitha.19cs050@sode-edu.in, manvitha.19cs055@sode-edu.in, meghana.19ec029@sode-edu.in, neema.19ec031@sode-edu.in, prajna.19cs065@sode-edu.in, uttam.19cs108@sode-edu.in, sumana.19cs099@sode-edu.in, prasannashree.19cs067@sode-edu.in, sachitha.19cs077@sode-edu.in, pratheeksha.19cs068@sode-edu.in, aniketh.19cs010@sode-edu.in

Dear Team,

Congratulations !!

PFA the list of students who have been selected for the post of Inside Sales Strategist at Rinex. Kindly confirm their joining date at the earliest so that we can issue their internship confirmation letter accordingly.

	Name	Branch	Email ID
1	CHANDAN KR	CIVIL	<a href="mailto:chandan.19cv008@sode-edu.in">chandan.19cv008@sode-edu.in</a>
2	CHANDAN NELLI M K	MECH	<a href="mailto:chandan.18me004@sode-edu.in">chandan.18me004@sode-edu.in</a>
3	ANWITHA	CIVIL	<a href="mailto:anwitha.19cv006@sode-edu.in">anwitha.19cv006@sode-edu.in</a>
4	SUMANTH HEGDE	MECH	<a href="mailto:sumanth.19me023@sode-edu.in">sumanth.19me023@sode-edu.in</a>
5	KARTHIK N	ECE	<a href="mailto:karthik.19ec023@sode-edu.in">karthik.19ec023@sode-edu.in</a>
6	ARYAN S BATNY	CSE	<a href="mailto:aryan.19cs019@sode-edu.in">aryan.19cs019@sode-edu.in</a>
7	CHAITHRA KULAL	ECE	<a href="mailto:chaithra.19ec010@sode-edu.in">chaithra.19ec010@sode-edu.in</a>
8	M SOWMITHA PAI	CSE	<a href="mailto:sowmitha.19cs050@sode-edu.in">sowmitha.19cs050@sode-edu.in</a>
9	MANVITHA ANANTH NILEKANI	CSE	<a href="mailto:manvitha.19cs055@sode-edu.in">manvitha.19cs055@sode-edu.in</a>
10	MEGHANA R BHAT	ECE	<a href="mailto:meghana.19ec029@sode-edu.in">meghana.19ec029@sode-edu.in</a>
11	NEEMA B SHETTY	ECE	<a href="mailto:neema.19ec031@sode-edu.in">neema.19ec031@sode-edu.in</a>
12	PRAJNA R SHETTY	CSE	<a href="mailto:prajna.19cs065@sode-edu.in">prajna.19cs065@sode-edu.in</a>
13	UTTAM NAIK	CSE	<a href="mailto:uttam.19cs108@sode-edu.in">uttam.19cs108@sode-edu.in</a>
14	SUMANA	CSE	<a href="mailto:sumana.19cs099@sode-edu.in">sumana.19cs099@sode-edu.in</a>
15	PRASANNASHREE	CSE	<a href="mailto:prasannashree.19cs067@sode-edu.in">prasannashree.19cs067@sode-edu.in</a>
16	SACHITHA	CSE	<a href="mailto:sachitha.19cs077@sode-edu.in">sachitha.19cs077@sode-edu.in</a>
17	PRATHEEKSHA	CSE	<a href="mailto:pratheeksha.19cs068@sode-edu.in">pratheeksha.19cs068@sode-edu.in</a>
18	ANIKETH SHENOY	CSE	<a href="mailto:aniketh.19cs010@sode-edu.in">aniketh.19cs010@sode-edu.in</a>

On Tue, 8 Nov 2022 at 11:50, Placement Officer SMVITM <placement@sode-edu.in> wrote:

Dear Prashanth,

Greetings from SMVITM,udupi

As discussed over the phone, the PFA the registered students database for your campus recruitment drive is enclosed for the reference.

Let me know further process and how you wish to proceed.

**Good Wishes,**

**SMVITM**

Dr. C K Manjunath

Head - Training &amp; Placement

Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 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 Tue, Nov 8, 2022 at 10:57 AM Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:

Dear Sushanth,  
Greetings of the day.  
Today afternoon you will receive the database from us.

Good Wishes,

**SMVITM**

Dr. C K Manjunath

Head - Training &amp; Placement

Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 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 Fri, Oct 7, 2022 at 3:06 PM placements rinex <[placements@rinex.ai](mailto:placements@rinex.ai)> wrote:

Dear Placement Officer,  
Warm Greetings from Rinex Technologies Pvt. Ltd!

We, Rinex Technologies, are excited to put up this proposal to your College for Campus Recruitment Drive.

RineX believes in the motto "Learning never stops". Hence, we have created one of the finest E-learning platforms, providing in-demand courses from all the domains of engineering. We would love to mention that it is a collaborative project where we got Microsoft, Autodesk, IBM, Google, Cognizance IIT Roorkee and many more renowned institutes as our partners. We are also looking to advance the careers of our students, hence we have arranged the Microsoft Certified Fundamentals exam facilities. On the other hand, convenient batch schedules, competitive pricing and industry leading mentors have made our project unique and successful.

We want to discuss the schedule of the interview procedure and the terms & conditions of the placement. We are aiming to secure capable graduates and train them to exceed their limits.

For further details, kindly reach us at [placements@rinex.ai](mailto:placements@rinex.ai) or call us at +91 8147058370 / 8951424081

Thank you for your time and consideration.

We are looking forward to seeing your sole co-ordination for the cumulative growth of your association with a successful recruitment drive.

Also, note that both 3rd & 4th Year Engineering (2022, 2023 & 2024), Bachelor's and all Master's students are eligible for the said role.

Kindly find the attached JD below.

Warm Regards,

Placement Team

Rinex Technologies Pvt Ltd.

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

Contact No - +91 8951424081 / 8147058370 / 9148801460 / 8904186156

<https://rinex.ai/>

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

---

**Fwd: Selected Candidature Update**

1 message

---

**PRAJNA S CSE** <prajna.19cs066@sode-edu.in>  
To: mithanthaya.office@sode-edu.in

Wed, Feb 8, 2023 at 10:30 AM

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

From: <hiringexpert@chegg.com>  
Date: Thu, Feb 2, 2023, 2:25 PM  
Subject: Selected Candidature Update  
To: <prajna.19cs066@sode-edu.in>

Dear Prajna S,

**Congratulations on being selected as a Managed Network Expert!**

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

**We will be activating your answering account on Mar 15, 2023**

You will receive a detailed activation mail along with the things to do, once your answering rights are granted in Mar 15, 2023

**\*Note: Granting answering rights is always subject to successful verification.****Note: You will able to login, once answering rights are granted.**

Thanks and Regards,

Expert Hiring Team

This email was sent by [hiringexpert@chegg.com](mailto:hiringexpert@chegg.com) to [prajna.19cs066@sode-edu.in](mailto:prajna.19cs066@sode-edu.in)  
Not interested? [Unsubscribe](#)

Chegg India | 401, Baani Corporate One | Jasola, New Delhi - 110025



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Anusha Ganesh Shetty**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343

Date: 05<sup>th</sup> January 2023

**OFFER LETTER**

Dear RAKSHA B KOTTARI,

We are pleased to offer you the position of "Associate Lecturer Trainee" at our organisation in Academics department at our Corporate Office, Hyderabad. Your internship shall commence in May'2023.

The terms and conditions of your internship with the Company are set forth below:

- Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the term will be determined by the supervisor assigned to you for the duration of the internship.
- You are eligible for a stipend of Fifteen Thousand Rupees Only (15,000 INR) per month during the term.
- Please be sure to bring check list of documents with you on your first day to complete your profile.
- You will sign a confidentiality service agreement with the company before you commence your internship.
- The internship cannot be construed as an employment or an offer of employment.

Please confirm your acceptance of the terms of this offer on or before 09<sup>th</sup> January '2023 failing which, we have the right to cancel the offer.

We look forward to having you on our team!

If you have any questions, please feel free to reach out to us.

Sincerely

**Mrs. SUNITHA KANDREGULA**

Vice President – Human Resource.



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

## HashedIn Technologies\_Campus Recruitment 2023\_ Job Description

Kamal, Parul &lt;pakamal@deloitte.com&gt;

Thu, Nov 24, 2022 at 2:59 PM

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

Cc: "Shetty, Shravya" &lt;shravshetty@deloitte.com&gt;, "Rajendra Joshi, Purva" &lt;prajendrajoshi@deloitte.com&gt;, "A, Aishwarya" &lt;aishwara@deloitte.com&gt;, "Kumari, Varsha" &lt;varskumari@deloitte.com&gt;, "George, Dijo" &lt;dijgeorge@deloitte.com&gt;, Shrikantha Mithanthaya &lt;mithanthaya.office@sode-edu.in&gt;

Dear Team,

Greetings!

Thank you very for the support to complete 2023 Campus Drive for SMVITM.

We have offered 1 (Intern) role.

Please find below the list of offered candidate:

Name	Email ID	Status	Role Offered
RAKSHITH H KALMADI	<a href="mailto:rakshithkalmadi@gmail.com">rakshithkalmadi@gmail.com</a>	Select	SDE Intern

Regards,

Parul Kamal

**Recruitment Analyst****HashedIn by Deloitte**Mail to : [pakamal@deloitte.com](mailto:pakamal@deloitte.com)

Contact No. : 7004056521

**From:** Kamal, Parul**Sent:** Saturday, November 19, 2022 3:09 PM**To:** Placement Officer SMVITM <placement@sode-edu.in>**Cc:** Shetty, Shravya <shravshetty@deloitte.com>; Rajendra Joshi, Purva <prajendrajoshi@deloitte.com>; A, Aishwarya <aishwara@deloitte.com>; Kumari, Varsha <varskumari@deloitte.com>; George, Dijo <dijgeorge@deloitte.com>; Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>**Subject:** RE: [EXT] Re: HashedIn Technologies\_Campus Recruitment 2023\_ Job Description

Dear Team,

As discussed, shortlisted candidate needs to travel to NMAM campus for PPT & interview process at 9:00 AM on 21<sup>st</sup> November 2022 (Monday).

Regards,

Parul Kamal

**Recruitment Analyst**

**HashedIn by Deloitte**

Mail to : [pakamal@deloitte.com](mailto:pakamal@deloitte.com)

Contact No. : 7004056521

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**From:** Kamal, Parul

**Sent:** Friday, November 18, 2022 8:28 PM

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

**Cc:** Shetty, Shravya <[shravshetty@deloitte.com](mailto:shravshetty@deloitte.com)>; Rajendra Joshi, Purva <[prajendrajoshi@deloitte.com](mailto:prajendrajoshi@deloitte.com)>; A, Aishwarya <[aishwara@deloitte.com](mailto:aishwara@deloitte.com)>; Kumari, Varsha <[varskumari@deloitte.com](mailto:varskumari@deloitte.com)>; George, Dijo <[dijgeorge@deloitte.com](mailto:dijgeorge@deloitte.com)>; Shrikantha Mithanthaya <[mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)>

**Subject:** RE: [EXT] Re: HashedIn Technologies\_Campus Recruitment 2023\_ Job Description

Hi Team,

PFA Shortlisted candidates list from online test.

Candidates will receive mail from [noreply-hashedinteamdna@deloitte.com](mailto:noreply-hashedinteamdna@deloitte.com) and they are expected to upload their resume and photograph over the link provided on the email.

Regards,

Parul Kamal

**Recruitment Analyst**

**HashedIn by Deloitte**

Mail to : [pakamal@deloitte.com](mailto:pakamal@deloitte.com)

Contact No. : 7004056521

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**From:** Kamal, Parul

**Sent:** Tuesday, November 15, 2022 10:56 PM

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

**Cc:** Shetty, Shravya <[shravshetty@deloitte.com](mailto:shravshetty@deloitte.com)>; Rajendra Joshi, Purva <[prajendrajoshi@deloitte.com](mailto:prajendrajoshi@deloitte.com)>; A, Aishwarya <[aishwara@deloitte.com](mailto:aishwara@deloitte.com)>; Kumari, Varsha <[varskumari@deloitte.com](mailto:varskumari@deloitte.com)>; George, Dijo <[dijgeorge@deloitte.com](mailto:dijgeorge@deloitte.com)>; Shrikantha Mithanthaya <[mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)>

**Subject:** RE: [EXT] Re: HashedIn Technologies\_Campus Recruitment 2023\_ Job Description

Dear Team,

Please find Date and time details on the online test.



PFA of shortlisted candidates for online test.

**Note : Please share this information to the shortlisted candidates.**

Events	Date	Time	Links
Online Test	16th November 2022	8:00 PM IST	Test link will be shared to the candidates on their Personal Mail-Ids

**Pre Placement Talk:** 1Hr

**Online Test Duration:** 1Hr 45 Min

**Online Test Pattern:** Programming Questions Only

**Platform Details:** Codility \_Test Invites will be sent to your registered email ID from “**no-reply@codility.com**”

Before you begin the test, please read Codility candidate FAQ- <https://app.codility.com/candidate-faq/>

Happy Coding

Regards,

Parul Kamal

**Recruitment Analyst**

**HashedIn by Deloitte**

Mail to : [pakamal@deloitte.com](mailto:pakamal@deloitte.com)

Contact No. : 7004056521

---

**From:** Kamal, Parul

**Sent:** Friday, October 21, 2022 8:03 PM

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

**Cc:** Shetty, Shravya <[shravshetty@deloitte.com](mailto:shravshetty@deloitte.com)>; Rajendra Joshi, Purva <[prajendrajoshi@deloitte.com](mailto:prajendrajoshi@deloitte.com)>; A, Aishwarya <[aishwara@deloitte.com](mailto:aishwara@deloitte.com)>; Kumari, Varsha <[varskumari@deloitte.com](mailto:varskumari@deloitte.com)>; George, Dijo <[dijgeorge@deloitte.com](mailto:dijgeorge@deloitte.com)>; Shrikantha Mithanthaya <[mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)>

**Subject:** RE: [EXT] Re: HashedIn Technologies\_Campus Recruitment 2023\_ Job Description

Dear Team,

Please find below the proposed dates for conducting campus hiring process.

Kindly confirm if we can proceed.

Events	Date	Time
Pre Placement Talk	16th Nov 22	We will confirm shortly
Online Test	14th Nov 22	We will confirm shortly
Interview Process	16th Nov 22	We will confirm shortly

Regards,

Parul Kamal

**Recruitment Analyst**

**HashedIn by Deloitte**

Mail to : [pakamal@deloitte.com](mailto:pakamal@deloitte.com)

Contact No. : 7004056521

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

**Sent:** Friday, September 30, 2022 3:56 PM

**To:** Kamal, Parul <[pakamal@deloitte.com](mailto:pakamal@deloitte.com)>

**Cc:** Shetty, Shravya <[shravshetty@deloitte.com](mailto:shravshetty@deloitte.com)>; Rajendra Joshi, Purva <[prajendrajoshi@deloitte.com](mailto:prajendrajoshi@deloitte.com)>; A, Aishwarya <[aishwara@deloitte.com](mailto:aishwara@deloitte.com)>; Kumari, Varsha <[varskumari@deloitte.com](mailto:varskumari@deloitte.com)>; George, Diyo <[dijgeorge@deloitte.com](mailto:dijgeorge@deloitte.com)>; Shrikantha Mithanthaya <[mithanthaya.office@sode-edu.in](mailto:mithanthaya.office@sode-edu.in)>

**Subject:** [EXT] Re: HashedIn Technologies\_Campus Recruitment 2023\_ Job Description

Dear Parul,

Greetings of the day.

The 2023 batch registered students data of CSE is enclosed for your reference. Kindly go through the same. Suggest the further process.

Please suggest the date on which the next round of virtual drive will happen. one small request do not keep the drive on 14th and 15th of oct.2022, we have pool campus going on at the campus. Students may not be available.

**Good Wishes,**

[Signature]

Dr. C K Manjunath

**Head - Training & Placement**

Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 574 115

College No: 7483031199

Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [http://secure-web.cisco.com/1Y9jDSKqD3CdN0fe-HUBIGuFePjY7PNyPbR9mLYqZD7sM4Wug7l3ivX3eFBiEsBO9vaXAVvJVWJxeIKiHMdeHigot8OcqNTbKpaAFE-ILERCtTtmyuPQnuPCkpsHfPJtnc2KmAelKcFvGtOCsd4htGZacMELLVa9lq36DM4ujJefZ\\_0gdL375x9LWn6SWd8snUZ6FzMLTDkfCT-WAuyK4KrYPk0FpvG6WdjItZ27FN33nutT65FDQUY4cFCfM0aDKOdy61LMzFH2xFx7szM8y0HFrF11MjVvWw5SQqH0t0FgiHZUXNcagvY-Si3fuu1N8uSnlFZU4n-lk\\_h0UYdxgS73fj7Wa1kXxMvA0D473CGuf1KhhsH9hbU7Avy4arLVq932FCt3oZKo0sfXIEU4bmHEBj-OJbOL6zBoFjPCtwu23OscNIGwY\\_A2jQFNtVvYBzjySyjUKLIP9qCIBzO2gor4t3U80CP66au1foj7iqTgYketOeyxekrwS8QeLhtoAir8Oa\\_pwSRPF0WBPA/http%3A%2F%2Fwww.sode-edu.in](http://secure-web.cisco.com/1Y9jDSKqD3CdN0fe-HUBIGuFePjY7PNyPbR9mLYqZD7sM4Wug7l3ivX3eFBiEsBO9vaXAVvJVWJxeIKiHMdeHigot8OcqNTbKpaAFE-ILERCtTtmyuPQnuPCkpsHfPJtnc2KmAelKcFvGtOCsd4htGZacMELLVa9lq36DM4ujJefZ_0gdL375x9LWn6SWd8snUZ6FzMLTDkfCT-WAuyK4KrYPk0FpvG6WdjItZ27FN33nutT65FDQUY4cFCfM0aDKOdy61LMzFH2xFx7szM8y0HFrF11MjVvWw5SQqH0t0FgiHZUXNcagvY-Si3fuu1N8uSnlFZU4n-lk_h0UYdxgS73fj7Wa1kXxMvA0D473CGuf1KhhsH9hbU7Avy4arLVq932FCt3oZKo0sfXIEU4bmHEBj-OJbOL6zBoFjPCtwu23OscNIGwY_A2jQFNtVvYBzjySyjUKLIP9qCIBzO2gor4t3U80CP66au1foj7iqTgYketOeyxekrwS8QeLhtoAir8Oa_pwSRPF0WBPA/http%3A%2F%2Fwww.sode-edu.in)

On Tue, Sep 27, 2022 at 9:39 AM Kamal, Parul <[pakamal@deloitte.com](mailto:pakamal@deloitte.com)> wrote:



Dear Placement Team,

Greetings from HashedIn Technologies! Hope you are safe and doing well.

We have kickstarted our Campus Recruitment 2023 and look forward to your collaboration in picking the best students from your campus. We have attached the job description in the same e-mail thread.

We will be shortlisting the candidates based on the below set criteria, hence request you to share the database in the attached excel sheet.

Interviews commence from October onwards and we will get in touch with you regarding the Interview Dates shortly.

Role	CTC Offered
Internship	Stipend: INR 25000

<b>Software Engineer- I</b> (Conversion Based on the performance)	<b>CTC: INR 810000</b>
--	------------------------

**Qualification:** B. E/ B. Tech/ M.E/ M. Tech/ M. Sc/ MCA (CSE and aligned branches only)  
with no active backlogs with 65% or 6.5 CGPA overall.

**Location:** HSR Layout, Bangalore

Thank you

Regards,

Parul Kamal

**Recruitment Analyst**

**HashedIn by Deloitte**

Mail to : [pakamal@deloitte.com](mailto:pakamal@deloitte.com)

Contact No. : 7004056521

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v.E.1



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Ashlesh H Gams**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **B T Anvit**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 300000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



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

## Final Round : Selected Candidates

2 messages

Anuroop Kumar &lt;anuroopk@mangaloreinfotech.in&gt;

Mon, Oct 31, 2022 at 7:26 PM

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

Cc: Chandrani Sarkar &lt;chandranis@mangaloreinfotech.in&gt;, Harshitha Shetty &lt;harshithas@mangaloreinfotech.in&gt;

Dear Sir,

In continuation to the final round held on 31st October 2022, We would like to inform you that the following students have been selected for the position of Software Engineer.

Student Name	Registration No
Vikram Girish Thunga	4MW19CS116
Rakshith H Kalmadi	4MW19CS074
Sampath Kumar M G	4MW19CS078

Their Joining date will be on 01st Feb 2023.

--

Regards,  
Anuroop  
Senior Talent Acquisition Specialist  
Mangalore Infotech Solutions (P) Ltd  
<http://mangaloreinfotech.in>

On Fri, Oct 21, 2022 at 8:27 PM Placement Officer SMVITM <placement@sode-edu.in> wrote:

Dear Anuroop,  
Greetings of the day. Happy Diwali.  
It is a great news.  
Thanks for the update. I shall share the same to students.  
Regards  
Manjunath

On Fri, 21 Oct, 2022, 7:53 pm Anuroop Kumar, <anuroopk@mangaloreinfotech.in> wrote:

Dear Sir,

As discussed, our technical team has shortlisted the following students from your esteemed institution during the Technical workshop.

Student Name	College	Registration No
Varun Ramachandra Naik	SMVITM	4MW19CS113
Reon Britto	SMVITM	4MW19CS076
Aryan S Batny	SMVITM	4MW19CS019
Vikram Girish Thunga	SMVITM	4MW19CS116
Rakshith H Kalmadi	SMVITM	4MW19CS074
Sampath Kumar M G	SMVITM	4MW19CS078
Jelena Riya Lewis	SMVITM	4MW19CS041
Avanti V Rao	SMVITM	4MW19CS022

We would like to take their candidature forward and would be calling them to our office premises for a full day technical session early next week.

I would be contacting the students to discuss the future course of action.

--

Regards,  
Anuroop  
Senior Talent Acquisition Specialist  
Mangalore Infotech Solutions (P) Ltd  
<http://mangaloreinfotech.in>

---

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

Mon, Oct 31, 2022 at 7:59 PM

To: Anuroop Kumar <anuroopk@mangaloreinfotech.in>

Cc: Chandrani Sarkar <chandranis@mangaloreinfotech.in>, Harshitha Shetty <harshithas@mangaloreinfotech.in>

Thank you very much Anuroop.  
Please suggest the further process.

[Quoted text hidden]





# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Snehal Shetty**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343

Date: 27/12/2022

To  
Shivani .,  
shivani.19cs083@sode-edu.in,  
9606310639.

Dear Shivani .,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

**After successful completion** of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1<sup>st</sup> week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready 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 [info@tekworks.in](mailto:info@tekworks.in). **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



**Sridhar Tirumala**  
Managing Director



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

## Fwd: Congratulations Shraddha!!! Welcome to GlowIn-ProEn!!

1 message

**Shraddha B Chatra** <shraddhabchatra@gmail.com>  
To: mithanthaya.office@sode-edu.in

Wed, Feb 8, 2023 at 3:24 PM

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

From: **Ebinezer Raja** <ebinezar.r@glowtouch.com>

Date: Tue, 7 Feb, 2023, 5:26 pm

Subject: Congratulations Shraddha!!! Welcome to GlowIn-ProEn!!

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

Cc: Shrinivas Bhat &lt;shrinivas.b@glowtouch.com&gt;, Angela Viola Alvares &lt;angela.a@glowtouch.com&gt;, Sanjana Gopal Gopal &lt;sanjana.g@glowtouch.com&gt;, Vani Shetty &lt;vani.s@glowtouch.com&gt;, thushar.k1@glowtouch.com &lt;thushar.k1@glowtouch.com&gt;

**Dear Shraddha B Chatra,**

Congratulations!! You have been selected for **GlowIn-ProEn \_ GlowTouch Internship Program for Engineers**

At the outset, I would like to congratulate you for having faired so well in the interview process and having made a definite impression in the minds of those who have interacted with you during the interview process. I am sure that going forward, this impression will grow stronger. As a member of GlowIn-ProEn, you are entitled for :

- Stipend : **Rs15000/- per month**
- Food Coupons Rs700/-per month
- Your designation : **Graduate Engineering Trainee**
- Date Of Joining : **09th February 2023**
- Internship location : **GlowTouch Office at Mangalore**

### Features of GlowIn-ProEn

- Paid internship and students friendly
- Training designed from 2.30pm to 11.30pm, 6 days a week (Sunday is off)
- After training, rotational shifts, 5 days a week
- Shifts starts between 2.30pm to 5.30pm, to next 9 hours
- Shift changes once in every 4 weeks
- Cab facility to drop after shifts, within 20Kms range at Mangalore city
- Can avail maximum one week leave for final exam
- Internship duration is for 6 months after which certificate will be issued
- Company is ready to absorb after 6 months based on available vacancy

### Documents to be submitted.

- Original scanned copy of Aadhaar and PAN card
- 10<sup>th</sup> and 12<sup>th</sup> Educational qualification certificates (**Original scanned**)
- Documents for Address Proof - ( Driving License, Voters ID card etc-any 2) - **Original scanned**
- Passport – **Original scanned ( if available)**
- Passport size photo – 1nos (**Jpeg format**)
- Experience letter(if any)- **Original Scanned**

We expect you to utilise our program GlowIn-ProEn completely for 6 months to build a strong foundation for your longest career.

**This communication of Offer for internship is valid till the above mentioned joining date only.**

**Attached PG details for your reference, Please feel free to email us for any further information / clarifications you may need**

Thanks & Regards

**Ebinezar Raja**  
**Manager - Talent Acquisition**

**GlowTouch** | *Putting People First*

Direct: +91-824-2880602/3 | Mobile: +91-7483802023

glowtouch.com | ebinezar.r@glowtouch.com

#5-35/2, Diya Systems Campus,

Maryhill, Kavour, Mangalore 575015






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**8 attachments**

 **image010.png**  
2K

 **image011.png**  
2K

 **image012.png**  
2K

 **image013.png**  
2K

 **image014.jpg**  
2K

 **image015.jpg**  
2K

 **image012.png**  
2K

 **Copy of PG Accommodation Contact Details.xlsx**  
144K



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Chaithrakala**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 300000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



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

---

## Fwd: Campus Recruitment

---

**Recruitment @Tantragyaan** <recruitment@tantragyaansolutions.com>

Sat, Mar 18, 2023 at 11:11 AM

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

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

Dear Sir,

Thanks a lot for your support towards conducting the campus recruitment drive.

We have shortlisted below candidates after the process. We will communicate directly with the students.

1. Shreya Udupa S
2. Sumukha Hatwar K N
3. Shraddha S Shetty

Thanks & Regards,

Vaishnavi

Recruitment Executive

Tantragyaan Solutions

[Quoted text hidden]



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

---

## Global Quest Technologies Puneeth Rajkumar (CSR) Virtual Scholarship Drive 2023 Final Results

3 messages

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hr@gqtech.in <hr@gqtech.in>  
To: placement@sode-edu.in  
Cc: narendra.gr@gqtech.in

Fri, Nov 11, 2022 at 6:13 PM

Dear Manjunath Sir,

Greetings from Global Quest Technologies!!!

Kindly find the attached results.

Shri Madhwa Vadiraja Institute of Technology and Management, selected students.

Shravya

Avanti V Rao

Wilton Lobo

Yajnesh

Karthik N

Akash

Sowmitha Pai

Shreeraksha

Varun Ramachandra Naik

CHANDAN NELLI M K

Chaithra Kulal

SUJITH PRABHU

Sumana

Prajna R Shetty

Aryan S Batny

N. Gautham Bhat

Shravya S

Rakshitha R Nayak

Thanks and Regards,

Sudha Srinivas

HR Manager

Global Quest Technologies

#1800, 1<sup>st</sup> Floor ,8<sup>th</sup> Main , 80 Feet Road

GKVK Post , Jakkur Aerodrome

Judicial Layout ,Yelahanka

Bangalore-560065

Email Id : [hr@gqtech.in](mailto:hr@gqtech.in)

8217294280/ 080-41280009

24/7 Shift No : +91 9448403469

---

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

Mon, Nov 14, 2022 at 9:16 AM

To: [hr@gqtech.in](mailto:hr@gqtech.in)

Cc: [narendra.gr@gqtech.in](mailto:narendra.gr@gqtech.in)

Thank you very much for the update

Good Wishes,



**SMVITM**

Dr. C K Manjunath

Head - Training & Placement

Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 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)

[Quoted text hidden]

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

Mon, Nov 14, 2022 at 9:19 AM

To: [hr@gqtech.in](mailto:hr@gqtech.in)

Cc: [narendra.gr@gqtech.in](mailto:narendra.gr@gqtech.in)

Dear Sudha,  
Greetings of the day.



We thank you for your great initiative and support in the selection process. We kindly request you to send us their offer letters and other proceedings. Awaiting for the response.

**Good Wishes,**



**SMVITM**

Dr. C K Manjunath

**Head - Training & Placement**

Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 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)

[Quoted text hidden]

Date: 27/12/2022

To  
Shravya S,  
shravya.19cs088@sode-edu.in,  
8546925497.

Dear Shravya S,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

**After successful completion** of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1<sup>st</sup> week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready 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 [info@tekworks.in](mailto:info@tekworks.in). **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



**Sridhar Tirumala**  
Managing Director



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

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**Fwd: Invenger Technologies Final Round Results**

1 message

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

Tue, Jan 10, 2023 at 1:07 PM

Good Wishes,



Dr. C K Manjunath

Head - Training &amp; Placement

Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 574 115  
College No: 7483031199Email: [placement@sode-edu.in](mailto:placement@sode-edu.in) ; URL: [www.sode-edu.in](http://www.sode-edu.in)

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

From: **Akshay Shenoy** <[akshay.shenoy@invenger.com](mailto:akshay.shenoy@invenger.com)>  
Date: Tue, Jan 10, 2023 at 1:02 PM  
Subject: Invenger Technologies Final Round Results  
To: [placement@sode-edu.in](mailto:placement@sode-edu.in) <[placement@sode-edu.in](mailto:placement@sode-edu.in)>  
Cc: HR Id <[hr@invenger.com](mailto:hr@invenger.com)>, Krithika Saralaya <[krithika.saralaya@invenger.com](mailto:krithika.saralaya@invenger.com)>

Hi,

Please find attached the Final Round Results as discussed.

Regards,

**AKSHAY SHENOY**

Sr. HR EXECUTIVE

**Invenger Technologies Pvt. Ltd.**

Ph: 7483042783



\*\*\* PLEASE NOTE \*\*\* The contents of this e-mail and any attachment(s) may contain confidential or privileged information for the intended recipient(s). Unintended recipients are prohibited from taking action on the basis of information in this e-mail and using or disseminating the information, and must notify the sender and delete it from their system.



**Invenger Technologies Final Round Results.xlsx**

9K

<b>Sl.No</b>	<b>Name</b>	<b>Status</b>
1	Shreeraksha	Selected
2	Aryan	Selected
3	Karthik Shetty	Rejected
4	Ankush Hegde	Waiting List



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **J Threshika**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343

Date: 05<sup>th</sup> January 2023

**OFFER LETTER**

Dear SHREYA S,

We are pleased to offer you the position of "Associate Lecturer Trainee" at our organisation in Academics department at our Corporate Office, Hyderabad. Your internship shall commence in May'2023.

The terms and conditions of your internship with the Company are set forth below:

- Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the term will be determined by the supervisor assigned to you for the duration of the internship.
- You are eligible for a stipend of Fifteen Thousand Rupees Only (15,000 INR) per month during the term.
- Please be sure to bring check list of documents with you on your first day to complete your profile.
- You will sign a confidentiality service agreement with the company before you commence your internship.
- The internship cannot be construed as an employment or an offer of employment.

Please confirm your acceptance of the terms of this offer on or before 09<sup>th</sup> January '2023 failing which, we have the right to cancel the offer.

We look forward to having you on our team!

If you have any questions, please feel free to reach out to us.

Sincerely

**Mrs. SUNITHA KANDREGULA**

Vice President – Human Resource.



**OL NO. VNTRSINT681**

**17 March 2023**

Dear **Sukumara C Shetty**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Intern** with Vintrus, with a commencement date of **24 March 2023**. Please report to the undersigned on **24 March 2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 10 days of unpaid training from **24 March 2023 to 2 April 2023**

On the Job Training Start Date : **3 April 2023**

On the Job Training End Date : **2 October 2023**

**COMPENSATION DURING PROBATION / INTERNSHIP:** *(Subject to statutory and other deductions)*

Stipend : INR **15000** Per Month+ INR **10000** Per Month

Target : INR **220000** Per Month

We request you to send the copy of this letter to [greetings@vintrus.com](mailto:greetings@vintrus.com) along with the documents mentioned in Annexure. If we do not receive the above mentioned documents in token of acceptance from you within tomorrow from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Vintrus, and will report on or before **24 March 2023**.

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

(Candidate's Signature)







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

**Job Type** : Full Time Training/Internship.

**Location** : Bangalore (*as communicated by HRD*).

**POST PROBATION / INTERNSHIP PACKAGE:** (*Based on Performance during Probation/Internship*)

Salary CTC Range : **3 LPA - 5 LPA** + Performance based incentive

## ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10th standard or equivalent examination</li><li>• 12th standard or equivalent examination</li><li>• Graduation</li><li>• Post-graduation / Doctorate</li></ul> Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR : <ul style="list-style-type: none"><li>• Signed Offer Letter with passport size photograph attached to it.</li></ul>
3.	Aadhar Card, PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: <ul style="list-style-type: none"><li>• Bank PassBook First Page</li><li>• Bank Name,</li></ul>

### Training Policy

◆ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.

◆ During the training period you will not receive any of the employee benefits that regular employees receive.





- ◆ The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- ◆ At any time if you wish to discontinue the training due to personal reasons , you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month stipend.
- ◆ You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- ◆ The original documents you provided will be returned back after completion of background verification.
- ◆ Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- ◆ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- ◆ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- ◆ You will observe all policies and practices governing the conduct of our business and employees.
- ◆ Official communication either within the company or outside the company should be through the company Email of your manager only.
- ◆ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

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

(Candidate's Signature)

Aadhar Number : \_\_\_\_\_

PAN Number : \_\_\_\_\_

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

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

IFSC code : \_\_\_\_\_

Account Number : \_\_\_\_\_





# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Dhatri Tendulkar**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343

# AceMicromatic Manufacturing Intelligence Technologies Pvt. Ltd.



(Formerly Pioneer Computing Technologies)

October 18, 2022

To  
Mr. Swasthik M Acharaya  
"Samruddhi" 92 Heruru  
Bantakal, Karnataka - 574115

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

Dear Swasthik,

We are pleased to offer you a position of **SOFTWARE ENGINEER – TRAINEE** with **AceMicromatic Manufacturing Intelligence Technologies Pvt Ltd.**

This offer is contingent upon successful authentication of your education certificates.

This offer letter is based on the following conditions;

1. Your Annual CTC will be **INR 5,05,090/-**.
2. At the end of 6 months, a performance evaluation will be done upon which you may be designated as a **"Software Engineer"**.
3. Either party may terminate this appointment by providing the other party **90 days of notice in writing.**

Your monthly remuneration details are in the annexure. Kindly treat this information as confidential.

We welcome you to *AmiT* family and hope it would be the beginning of a long and mutually beneficial association.

Thanking You,

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

A handwritten signature in blue ink, appearing to read 'Sowmya M'.

**SOWMYA M  
ASSISTANT MANAGER - HR**

**ACCEPTED**

**SALARY ANNEXURE – Swasthik M Acharya**

<b>SALARY HEADS</b>	<b>Monthly</b>	<b>Annual</b>
Basic + VDA	₹ 16,000.00	₹ 192,000.00
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	₹ 6,600.00	₹ 79,200.00
<b>Gross Monthly/Annual Base (GMB/GAB) Salary</b>	<b>₹ 33,500.00</b>	<b>₹ 402,000.00</b>
Employer PF	₹ 1,800.00	₹ 21,600.00
Gratuity Allocation PM	₹ 770.00	₹ 9,240.00
Mediclaime Insurance	₹ 0.00	₹ 5,000.00
Personal Accident Insurance Coverage	₹ 0.00	₹ 750.00
Annual Fixed Bonus	₹ 0.00	₹ 16,500.00
Retention Bonus after 24 months of Service	₹ 0.00	₹ 50,000.00
<b>Total CTC</b>	<b>₹ 36,070.00</b>	<b>₹ 505,090.00</b>

FOR ACEMICROMATIC MANUFACTURING INTELLIGENCE TECHNOLOGIES PVT LTD.



**SOWMYA M  
ASSISTANT MANAGER - HR**

**ACCEPTED**



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

---

**Fwd: Selected Candidature Update**

1 message

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**SWATHI K CSE** <swathi.19cs102@sode-edu.in>  
To: mithanthaya.office@sode-edu.in

Wed, Feb 8, 2023 at 10:28 AM

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

From: <hiringexpert@chegg.com>  
Date: Mon, 6 Feb, 2023, 10:12 AM  
Subject: Selected Candidature Update  
To: <swathi.19cs102@sode-edu.in>

Dear Swathi K,

**Congratulations on being selected as a Managed Network Expert!**

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert.

**We will be activating your answering account on Mar 16, 2023**

You will receive a detailed activation mail along with the things to do, once your answering rights are granted in Mar 16, 2023

**\*Note: Granting answering rights is always subject to successful verification.****Note: You will able to login, once answering rights are granted.**

Thanks and Regards,

Expert Hiring Team

This email was sent by [hiringexpert@chegg.com](mailto:hiringexpert@chegg.com) to [swathi.19cs102@sode-edu.in](mailto:swathi.19cs102@sode-edu.in)  
Not interested? [Unsubscribe](#)

Chegg India | 401, Baani Corporate One | Jasola, New Delhi - 110025

**OL NO. VNTRSINT667**

**17 March 2023**

Dear **T Sreesha**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Intern** with Vintrus, with a commencement date of **24 March 2023**. Please report to the undersigned on **24 March 2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 10 days of unpaid training from **24 March 2023 to 2 April 2023**

On the Job Training Start Date : **3 April 2023**

On the Job Training End Date : **2 October 2023**

**COMPENSATION DURING PROBATION / INTERNSHIP:** *(Subject to statutory and other deductions)*

Stipend : INR **15000** Per Month+ INR **10000** Per Month

Target : INR **220000** Per Month

We request you to send the copy of this letter to [greetings@vintrus.com](mailto:greetings@vintrus.com) along with the documents mentioned in Annexure. If we do not receive the above mentioned documents in token of acceptance from you within tomorrow from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Vintrus, and will report on or before **24 March 2023**.

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

(Candidate's Signature)



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

**Job Type** : Full Time Training/Internship.

**Location** : Bangalore (*as communicated by HRD*).

**POST PROBATION / INTERNSHIP PACKAGE:** (*Based on Performance during Probation/Internship*)

Salary CTC Range : **3 LPA - 5 LPA** + Performance based incentive

## ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none"><li>• 10th standard or equivalent examination</li><li>• 12th standard or equivalent examination</li><li>• Graduation</li><li>• Post-graduation / Doctorate</li></ul> Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR : <ul style="list-style-type: none"><li>• Signed Offer Letter with passport size photograph attached to it.</li></ul>
3.	Aadhar Card, PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: <ul style="list-style-type: none"><li>• Bank PassBook First Page</li><li>• Bank Name,</li></ul>

### Training Policy

◆ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.

◆ During the training period you will not receive any of the employee benefits that regular employees receive.







- ◆ The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- ◆ At any time if you wish to discontinue the training due to personal reasons , you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month stipend.
- ◆ You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- ◆ The original documents you provided will be returned back after completion of background verification.
- ◆ Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- ◆ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- ◆ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- ◆ You will observe all policies and practices governing the conduct of our business and employees.
- ◆ Official communication either within the company or outside the company should be through the company Email of your manager only.
- ◆ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

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

(Candidate's Signature)

Aadhar Number : \_\_\_\_\_

PAN Number : \_\_\_\_\_

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

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

IFSC code : \_\_\_\_\_

Account Number : \_\_\_\_\_





# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Eshaan U Kundar**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



Private and Confidential

Dear Thejas S S,

I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Mr. Sujith Kumar.

If you accept this offer, you will begin your internship with the Company on 15<sup>th</sup> February 2023. You will be paid a stipend of Rs.8,000.

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays. Your internship is expected to end on August 31<sup>st</sup> 2023. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all 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.

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

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

Yours faithfully For Kambala Solutions Pvt. Ltd.

Somnath Jogi  
Managing Director

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above

Name - Thejas S S

Signature -

Date -



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Jnanesh B S**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Kajal Kumari**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



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

## GlowIn-ProEn - GlowTouch Internship Program for Engineers - Students friendly

Angela Viola Alvares <angela.a@glowtouch.com>

Wed, Feb 8, 2023 at 12:03 PM

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

Cc: Shrinivas Bhat <shrinivas.b@glowtouch.com>, Ebinezar Raja <ebinezar.r@glowtouch.com>

Hello sir,

It was a pleasure visiting your esteemed college on 7th Feb 2023. We have shortlisted **07 students** from your college for **GlowIn-ProEn**. Thank you for the coordination and support.

SL.N	Name	Contact Number	Email	EDOJ
1	Shraddha B Chatra	9663237446	<a href="mailto:shraddhabchatra@gmail.com">shraddhabchatra@gmail.com</a>	09-Feb-2023
2	Hemanth V Prabhu	7829623477	<a href="mailto:hemanth.19ec019@sode-edu.in">hemanth.19ec019@sode-edu.in</a>	09-Feb-2023
3	Varshini V Poojary	9591727619	<a href="mailto:varshini.19cs112@sode-edu.in">varshini.19cs112@sode-edu.in</a>	09-Feb-2023
4	Rathan Patkar	6361842459	<a href="mailto:rathanpatkar2@gmail.com">rathanpatkar2@gmail.com</a>	09-Feb-2023
5	Prajna R Shetty	9632894863	<a href="mailto:prajna.19cs065@sode-edu.in">prajna.19cs065@sode-edu.in</a>	09-Feb-2023
6	Sumanth Hegde	8431844543	<a href="mailto:sumanth.19me023@sode-edu.in">sumanth.19me023@sode-edu.in</a>	09-Feb-2023
7	Vishal Chalawadi	8088756336	<a href="mailto:vishal.19cs117@sode-edu.in">vishal.19cs117@sode-edu.in</a>	09-Feb-2023

Thanks and regards

**Angela Alvares**

Senior Analyst- Talent Acquisition

**GlowTouch | Putting People First**

Mobile: +91-88612 60922

[glowtouch.com](http://glowtouch.com) | [angela.a@glowtouch.com](mailto:angela.a@glowtouch.com)

#5-35/2, Diya Systems Campus,

Maryhill, Kavour, Mangalore 575015



On 06-02-2023 16:46, Placement Officer SMVITM wrote:

Thank you mam

**Good Wishes,**



Dr. C K Manjunath

**Head - Training & Placement**

Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 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 Mon, Feb 6, 2023 at 4:40 PM Angela Viola Alvares <[angela.a@glowtouch.com](mailto:angela.a@glowtouch.com)> wrote:

Hello sir,

As discussed, I have attached the registered candidates list. Please check.

Thanks and regards

**Angela Alvares**  
Senior Analyst– Talent Acquisition

**GlowTouch | Putting People First**

Mobile: +91-88612 60922  
[glowtouch.com](http://glowtouch.com) | [angela.a@glowtouch.com](mailto:angela.a@glowtouch.com)  
#5-35/2, Diya Systems Campus,  
Maryhill, Kavour, Mangalore 575015



On 27-01-2023 19:46, Angela Viola Alvares wrote:

Hello Sir,

It was pleasent meeting you today. Looking forward to meet at the campus drive on **7th Feb 2023**.

Please find the details of the Internship Stipend:

Our stipend during internship is Rs15000/= per month + Food Coupons worth Rs700+ transport (drop only) + Medical insurance coverage for an intern.  
Once the internship is completed, we will decide the salary of a full time employee based on available vacancy in different business verticals and the performance during the internship.

Meanwhile, please circulate the following registration link to the candidates.

<https://forms.gle/yRp1yGPD3cN7zVCk9>

Thanks and regards

**Angela Alvares**  
Senior Analyst– Talent Acquisition

**GlowTouch | Putting People First**

Mobile: +91-88612 60922  
[glowtouch.com](http://glowtouch.com) | [angela.a@glowtouch.com](mailto:angela.a@glowtouch.com)  
#5-35/2, Diya Systems Campus,  
Maryhill, Kavour, Mangalore 575015



On 27-01-2023 13:25, Placement Officer SMVITM wrote:

Thanks for the mail. Look forward to meeting you in person and discussing more on the same.

**Good Wishes,**



Dr. C K Manjunath

Head - Training & Placement  
Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 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 Fri, Jan 27, 2023 at 10:50 AM Angela Viola Alvares  
<[angela.a@glowtouch.com](mailto:angela.a@glowtouch.com)> wrote:

Hi Sir,

Greetings from GlowTouch!!!

We are happy to visit your campus during the first week of February.  
Please do confirm me on the dates.

#### **About our Company:**

**GlowTouch Technologies** was founded in 2002 with Three employees. Today, we have a global presence with onshore, offshore, and nearshore contact centers. Meet the company that is small enough to listen, but big enough to act.

**Our people-centric culture is exemplified by our winning team of highly experienced industry experts. We put people at the heart of everything we do for our employees, our clients, their customers, and the communities we serve.**

**GlowTouch** introduces **GlowIn - ProEn.**

#### **Features :**

- Paid internship and students friendly.
- Training designed from 2pm to 11pm, 6 days a week
- After training, rotational shifts, 5 days a week
- Shifts starts between 3pm to 6pm, to next 9 hours
- Shift changes every 4 weeks once



- Cab facility to drop after shifts, within 20Kms range
- Can avail maximum one week leave for final exam
- Internship duration is for 6 months after which certificate will be issued
- Company is ready to absorb after 6 months

#### **Students learning :**

- Decent knowledge on website creation, Host, Domain-register, MySQL, File management, Network related IP,ISP etc
- Good Knowledge on webhosting domain -DNS, IP address, Cpanel, Primary Domain, Add-on domain, FTP/SFTP Management, Port numbers etc.
- Email configuration, server related- WHM, Website Troubleshooting issues like resolving 404 Error, 508 Error etc
- Operating System- Windows/ Linux.
- Quick on computer navigation
- Exposure to international customer culture
- Familiar with industry words like CSAT, FCR and Quality score

To know more about this program, kindly look into the attachment.

Thanks and regards

**Angela Alvares**  
Senior Analyst– Talent Acquisition

**GlowTouch | Putting People First**

Mobile: +91-88612 60922  
glowtouch.com | angela.a@glowtouch.com  
#5-35/2, Diya Systems Campus,  
Maryhill, Kavour, Mangalore 575015



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#### 6 attachments

 lihnaeanpomilemj.png  
1K

 aedlmijhpgmagkpp.png  
1K

 ljaeabjgpeofpacc.png  
1K



**iffggenicmgiogmm.png**

2K



**dbgabhcafgcfphnn.png**

5K



**nfmdhpfnceoaiehk.png**

5K

Date: 27/12/2022

To  
Vijayalakshmi .,  
vijayalakshmi.19cs115@sode-edu.in,  
9972120685.

Dear Vijayalakshmi .,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

**After successful completion** of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1<sup>st</sup> week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready 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 [info@tekworks.in](mailto:info@tekworks.in). **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



**Sridhar Tirumala**  
Managing Director



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **MANOJ MURALIDHAR BHAGWATH**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



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

## From SMVITM - Students DT details Updated list

Karthick Krishnamoorthy <karthick.krishnamoorthy@tcs.com>  
To: Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>

Wed, Jan 11, 2023 at 11:53 AM

TCS Confidential

Hi Shrikantha,

PFB the status of the candidates.

SL NO	NAME	BRANCH	status	TCS reference ID (CT / DT)	CONTACT NO	EMAIL ID (Registered @ TCS)
1	SHREYA UPENDRA NAYAK	ECE	Registered and did not apply for the drive	DT20222927586	7411292350	<a href="mailto:shreya.19ec062@sode-edu.in">shreya.19ec062@sode-edu.in</a>
2	VISHWAS PRABHU	CSE	Offer Letter Sent	DT20222972076	6363694716	<a href="mailto:vishwas.19cs118@sode-edu.in">vishwas.19cs118@sode-edu.in</a>
3	SHAMITHA S AMIN	CSE	Registered and did not apply for the drive	DT20222912803	9353262947	<a href="mailto:shamitha.19cs082@sode-edu.in">shamitha.19cs082@sode-edu.in</a>
4	DHEEKSHA A SUVARNA	ECE	Offer Letter Sent	DT20222989202	9945746503	<a href="mailto:deekshasuvarna771@gmail.com">deekshasuvarna771@gmail.com</a>
5	NABEEHA BANU	CSE	Registered and did not apply for the drive	DT20222988909	9845673119	<a href="mailto:nabeeha.19cs057@sode-edu.in">nabeeha.19cs057@sode-edu.in</a>
6	SIJAL KUMARI	ECE	Registered and did not apply for the drive	DT20223013408	8252234079	<a href="mailto:Sijal.19ec069@sode-edu">Sijal.19ec069@sode-edu</a>
7	Shetty nithin vijay	ECE	Registered and did not apply for the drive	DT20223064659	9482765780	<a href="mailto:nithin.19ec054@sode-edu.in">nithin.19ec054@sode-edu.in</a>
8	DILEEP A R	ECE	Registered and did not apply for the drive	DT20223002265	6360408374	<a href="mailto:dileep.19ec016@sode-edu.in">dileep.19ec016@sode-edu.in</a>

[Quoted text hidden]

TCS Confidential



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Menaka R J**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

*SLOgini DL*

For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
ALVEKODI  
KUMTA - 581 343  
Authorised Signature



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **K Srinivas Kamath**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343

HR/Offer Letter/June/ 2023-24

Date: 13-June-2023

**Rakshith Acharya**

12-1-126A5, Sri Krishna Nilaya  
Satara Apartment, 2nd Floor  
Chanakya Marga, Moodanidamboor  
Udupi, Karnataka 576101

Sub: **Offer of Employment**

Dear Rakshith,

It gives us immense pleasure to extend this offer, to join us at **Niveus Solutions Private Limited (“Niveus Solutions” or the “Company”)** having its Head Office at Niveus Solutions, 4th Floor, Amruth Arcade, Beside Govinda Kalyana Mantapa, Kinnimulky, Udupi, Karnataka.

We are pleased to inform you that you have been offered employment at Niveus Solutions as **Cloud Explorer - Development** with your primary location being **Udupi**.

You will receive a total compensation of **INR 4,00,008 (Four Lakhs and Eight Only) per annum including PF and Mediclaim.**

You are required to join the Company on or before **19<sup>th</sup> July 2023** failing which this offer will stand automatically withdrawn.

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

Yours sincerely,

For Niveus Solutions Private Limited



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**Rashmi George - Chief Talent Officer**



Date: 05<sup>th</sup> January 2023

**OFFER LETTER**

Dear SUMANTHA SHETTIGAR,

We are pleased to offer you the position of "Associate Lecturer Trainee" at our organisation in Academics department at our Corporate Office, Hyderabad. Your internship shall commence in May'2023.

The terms and conditions of your internship with the Company are set forth below:

- Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the term will be determined by the supervisor assigned to you for the duration of the internship.
- You are eligible for a stipend of Fifteen Thousand Rupees Only (15,000 INR) per month during the term.
- Please be sure to bring check list of documents with you on your first day to complete your profile.
- You will sign a confidentiality service agreement with the company before you commence your internship.
- The internship cannot be construed as an employment or an offer of employment.

Please confirm your acceptance of the terms of this offer on or before 09<sup>th</sup> January '2023 failing which, we have the right to cancel the offer.

We look forward to having you on our team!

If you have any questions, please feel free to reach out to us.

Sincerely

**Mrs. SUNITHA KANDREGULA**

Vice President – Human Resource.



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

**STRAECON - Internship Offer Letter || Aayush Kumar || February 22, 2023|| 11:00 AM**

1 message

**HR Team** <hr@straecon.com>

Mon, Feb 13, 2023 at 7:52 PM

To: "kaayush476@gmail.com" &lt;kaayush476@gmail.com&gt;

Cc: SMVITM Placement &lt;placement@sode-edu.in&gt;, Ramprasad Ghate &lt;ram@straecon.com&gt;, Akash Shetty &lt;akash@straecon.com&gt;

Dear Aayush,

Greetings from STRAECON!

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

Position: Intern  
Location: **Alva's Institute Of Engineering & Technology**  
Shobhavana Campus, Mijar  
Moodbidri – 574 225  
Mangalore, DK

Reporting Date: February 22<sup>nd</sup>, 2023**TERMS & CONDITIONS:**

1. The candidate will be provided a free internship on Steel Detailing or Detailing software related to Steel and Construction industry.
2. There will be a contract for 18 months under which the first 3 to 6 months will be a probation period. During this time, you will have to submit your original marks cards.
3. Once probation is completed, based on your performance, the salary will be increased according to company norms as mentioned in the salary details.
4. Your growth and performance will completely depend on your dedication and hard work towards the company's growth.

**SALARY PACKAGE:**

3.2 to 4 lacs per annum.

- 16000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 3 to 6 months looking at the performance).
- Variable incentives up to 1,00,000/- divided throughout the year. And 50,000/- will be provided as a retention incentive after 18 months from the joining date.
- Every year 10 to 30% hike on your salary seeing to the performance and company norms.

Based on your performance during the training period, you will be inducted as a **Trainee Engineer**.

On the day of 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

Please treat this as your offer letter and confirm your acceptance through email by EOD 15/02/2023.

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.

**Note:**

- The internship will be from Monday to Friday. Generally, however, an internship would involve a student working part-time or full-time hours in the office or workplace environment. You may be required to complete assigned tasks, attend meetings or seminars, and participate in other activities related to the internship. You will be allowed to attend Internals, Seminars, Events and Examinations by informing in advance to the management.
- You will also be asked to work rotational shifts after a few days of training (Alpha Shift 07 AM - 07 PM and Beta Shift 07 PM - 07 AM).
- The company shall not be responsible for stay and accommodation of the interns and any other person related to them. All the expenses related to the stay and accommodation shall be borne by the interns themselves.

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





# USHA ARMOUR Pvt. Ltd.

Dear Mr. Adithya Krishna Bhat,

Welcome to Usha Armour Pvt Ltd,

We are pleased to inform you that you have been selected for the position of "Marketing Executive- Intern" in Usha Armour Pvt Ltd at Bangalore. You will be paid Rs.20000/- Per month during the 6 months' probation/internship period, post which you will be taken on Company payroll with all the statutory benefits (PF, ESI, Gratuity, Bonus, Medical allowance).

After the Probation/ Internship Period you will be paid 5,24,746/- CTC per annum. Please find attached the detailed salary breakup for your reference.

Your date of joining will be 19th of June 2023. So, please revert to us by an e-mail on or before 17 of June 2023.

Documents to bring:

10th, 12th and Graduation Original Marks Card/List.  
4 photographs(passport-recent ones)  
2 copies of PAN card and  
2 copies of AADHAR.

Note 1: No changing of joining date. Once you finalize the joining date you can't change the Joining. Changing the date of joining will automatically disqualify your selection.

Note 2: Your dress code during the joining and on the job is formals.

Note 3: For further details, you are most welcome to call us on 99632287143, 6363801055, 9731403576, 8951361833 or email us at [hrd@ushaarmour.com](mailto:hrd@ushaarmour.com)

For Usha Armour Pvt Ltd



Human Resource Department



ISO 9001:2015  
CERTIFIED COMPANY

"SUNDARI" # 102, 4th 'A' Main, Munivenkatappa Layout, Bilekahalli, Bannerghatta Road, Bangalore - 560 076  
Tel : 080 - 4022 0555 Fax : 080 - 4022 0575 E-mail : [safety@ushaarmour.com](mailto:safety@ushaarmour.com) Website : [www.ushaarmour.com](http://www.ushaarmour.com)

**FIRE PROTECTION | OCCUPATIONAL HEALTH & SAFETY | TRAINING**

<b>Usha Armour Private Limited</b>		
<b>Salary Structure Cost to the Company</b>		
	<b>CTC</b>	<b>Net Pay</b>
Designation	<b>Marketing Executive</b>	
Basic & DA	16200	
HRA	6751	
Conveyance	1600	
Medical Allowance	1,250	
Other Allowance	1,199	
Gross Amount	<b>27,000</b>	
<b>EPF (Employer Contribution)</b>		
	1950	
(Employee Contribution)		1800
<b>ESI (Employer Contribution)</b>		
	0	
(Employee Contribution)		0
Professional Tax		200
Total Deductions		2000
<b>Additional Benefit</b>		
Gratuity	779	
Performance linked Variable Incentive*	10000	
Fuel Allowance**	4000	
Total CTC	43729	
<b>Net take home</b>	<b>25000</b>	

<b>Total CTC ( Per Month )</b>	<b>43729</b>
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<b>Total CTC ( Per Annual )</b>	<b>524746</b>
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\* Performance linked variable incentive may vary with target fulfillment and unit rates of the orders

\*\* The amount indicated is only approximate , will vary with Kms covered and petrol rate

# Certificate of Completion

 **Letter Head.pdf**

ID: 8f95e40e-f7b8-4ea0-ab94-8166ee78ce4e

SIGN REQUEST ISSUED:

**Nov 22, 2022**


09:37 AM UTC

REQUESTED BY:

**Jerry Varghese**

jerry.ushaarmour@gmail.com

STATUS:

 **Completed**

on 22 Nov, 2022, 09:37 AM UTC

## Audit trail

Generated on Nov 22, 2022

22 Nov, 2022, 09:37 AM UTC

**Jerry Varghese** has done unexpected action

jerry.ushaarmour@gmail.com  **Verified**

49.206.242.246





# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Menaka R J**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 300000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



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

**STRAECON - Internship Offer Letter || Chandan K R || February 22, 2023|| 11:00 AM**

1 message

**HR Team** <hr@straecon.com>

Mon, Feb 13, 2023 at 7:58 PM

To: "chandan.kraghavendra@gmail.com" &lt;chandan.kraghavendra@gmail.com&gt;

Cc: SMVITM Placement &lt;placement@sode-edu.in&gt;, Ramprasad Ghate &lt;ram@straecon.com&gt;, Akash Shetty &lt;akash@straecon.com&gt;

Dear Chandan,

Greetings from STRAECON!

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

Position: Intern  
Location: **Alva's Institute Of Engineering & Technology**  
Shobhavana Campus, Mijar  
Moodbidri – 574 225  
Mangalore, DK

Reporting Date: February 22<sup>nd</sup>, 2023**TERMS & CONDITIONS:**

1. The candidate will be provided a free internship on Steel Detailing or Detailing software related to Steel and Construction industry.
2. There will be a contract for 18 months under which the first 3 to 6 months will be a probation period. During this time, you will have to submit your original marks cards.
3. Once probation is completed, based on your performance, the salary will be increased according to company norms as mentioned in the salary details.
4. Your growth and performance will completely depend on your dedication and hard work towards the company's growth.

**SALARY PACKAGE:**

3.2 to 4 lacs per annum.

- 16000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 3 to 6 months looking at the performance).
- Variable incentives up to 1,00,000/- divided throughout the year. And 50,000/- will be provided as a retention incentive after 18 months from the joining date.
- Every year 10 to 30% hike on your salary seeing to the performance and company norms.

Based on your performance during the training period, you will be inducted as a **Trainee Engineer**.

On the day of 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**



Please treat this as your offer letter and confirm your acceptance through email by EOD 15/02/2023.

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.

**Note:**

- The internship will be from Monday to Friday. Generally, however, an internship would involve a student working part-time or full-time hours in the office or workplace environment. You may be required to complete assigned tasks, attend meetings or seminars, and participate in other activities related to the internship. You will be allowed to attend Internals, Seminars, Events and Examinations by informing in advance to the management.
- You will also be asked to work rotational shifts after a few days of training (Alpha Shift 07 AM - 07 PM and Beta Shift 07 PM - 07 AM).
- The company shall not be responsible for stay and accommodation of the interns and any other person related to them. All the expenses related to the stay and accommodation shall be borne by the interns themselves.

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





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

**STRAECON - Internship Offer Letter || Prajwal || February 22, 2023|| 11:00 AM**

2 messages

**HR Team** <hr@straecon.com>

Mon, Feb 13, 2023 at 7:54 PM

To: "poojaryprajwal1331@gmail.com" &lt;poojaryprajwal1331@gmail.com&gt;

Cc: SMVITM Placement &lt;placement@sode-edu.in&gt;, Ramprasad Ghate &lt;ram@straecon.com&gt;, Akash Shetty &lt;akash@straecon.com&gt;

Dear Prajwal,

Greetings from STRAECON!

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

Position: Intern  
Location: **Alva's Institute Of Engineering & Technology**  
Shobhavana Campus, Mijar  
Moodbidri – 574 225  
Mangalore, DK

Reporting Date: February 22<sup>nd</sup>, 2023**TERMS & CONDITIONS:**

1. The candidate will be provided a free internship on Steel Detailing or Detailing software related to Steel and Construction industry.
2. There will be a contract for 18 months under which the first 3 to 6 months will be a probation period. During this time, you will have to submit your original marks cards.
3. Once probation is completed, based on your performance, the salary will be increased according to company norms as mentioned in the salary details.
4. Your growth and performance will completely depend on your dedication and hard work towards the company's growth.

**SALARY PACKAGE:**

3.2 to 4 lacs per annum.

- 16000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 3 to 6 months looking at the performance).
- Variable incentives up to 1,00,000/- divided throughout the year. And 50,000/- will be provided as a retention incentive after 18 months from the joining date.
- Every year 10 to 30% hike on your salary seeing to the performance and company norms.

Based on your performance during the training period, you will be inducted as a **Trainee Engineer**.

On the day of 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

Please treat this as your offer letter and confirm your acceptance through email by EOD 15/02/2023.

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.

**Note:**

- The internship will be from Monday to Friday. Generally, however, an internship would involve a student working part-time or full-time hours in the office or workplace environment. You may be required to complete assigned tasks, attend meetings or seminars, and participate in other activities related to the internship. You will be allowed to attend Internals, Seminars, Events and Examinations by informing in advance to the management.
- You will also be asked to work rotational shifts after a few days of training (Alpha Shift 07 AM - 07 PM and Beta Shift 07 PM - 07 AM).
- The company shall not be responsible for stay and accommodation of the interns and any other person related to them. All the expenses related to the stay and accommodation shall be borne by the interns themselves.

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



---

**HR Team** <hr@straecon.com>

Mon, Feb 13, 2023 at 7:56 PM

To: "poojaryprajwal331@gmail.com" <poojaryprajwal331@gmail.com>

Cc: SMVITM Placement <placement@sode-edu.in>, Ramprasad Ghate <ram@straecon.com>, Akash Shetty <akash@straecon.com>

[Quoted text hidden]



# USHA ARMOUR Pvt. Ltd.

Dear Mr. Shri Harsha Kulakarni,

Welcome to Usha Armour Pvt Ltd,

We are pleased to inform you that you have been selected for the position of "Marketing Executive- Intern" in Usha Armour Pvt Ltd at Bangalore. You will be paid Rs.20000/- Per month during the 6 months' probation/internship period, post which you will be taken on Company payroll with all the statutory benefits (PF, ESI, Gratuity, Bonus, Medical allowance).

After the Probation/ Internship Period you will be paid 5,24,746/- CTC per annum. Please find attached the detailed salary breakup for your reference.

Your date of joining will be 19th of June 2023. So, please revert to us by an e-mail on or before 17 of June 2023.

Documents to bring:

10th, 12th and Graduation Original Marks Card/List.  
4 photographs(passport-recent ones)  
2 copies of PAN card and  
2 copies of AADHAR.

Note 1: No changing of joining date. Once you finalize the joining date you can't change the Joining. Changing the date of joining will automatically disqualify your selection.

Note 2: Your dress code during the joining and on the job is formals.

Note 3: For further details, you are most welcome to call us on 99632287143, 6363801055, 9731403576, 8951361833 or email us at [hrd@ushaarmour.com](mailto:hrd@ushaarmour.com)

For Usha Armour Pvt Ltd



Human Resource Department



ISO 9001:2015  
CERTIFIED COMPANY

"SUNDARI" # 102, 4th 'A' Main, Munivenkatappa Layout, Bilekahalli, Bannerghatta Road, Bangalore - 560 076  
Tel : 080 - 4022 0555 Fax : 080 - 4022 0575 E-mail : [safety@ushaarmour.com](mailto:safety@ushaarmour.com) Website : [www.ushaarmour.com](http://www.ushaarmour.com)

**FIRE PROTECTION | OCCUPATIONAL HEALTH & SAFETY | TRAINING**

<b>Usha Armour Private Limited</b>		
<b>Salary Structure Cost to the Company</b>		
	<b>CTC</b>	<b>Net Pay</b>
Designation	<b>Marketing Executive</b>	
Basic & DA	16200	
HRA	6751	
Conveyance	1600	
Medical Allowance	1,250	
Other Allowance	1,199	
Gross Amount	<b>27,000</b>	
<b>EPF (Employer Contribution)</b>		
	1950	
(Employee Contribution)		1800
<b>ESI (Employer Contribution)</b>		
	0	
(Employee Contribution)		0
Professional Tax		200
Total Deductions		2000
<b>Additional Benefit</b>		
Gratuity	779	
Performance linked Variable Incentive*	10000	
Fuel Allowance**	4000	
Total CTC	43729	
<b>Net take home</b>	<b>25000</b>	

<b>Total CTC ( Per Month )</b>	<b>43729</b>
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<b>Total CTC ( Per Annual )</b>	<b>524746</b>
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\* Performance linked variable incentive may vary with target fulfillment and unit rates of the orders

\*\* The amount indicated is only approximate , will vary with Kms covered and petrol rate

# Certificate of Completion

 **Letter Head.pdf**

ID: e47b3dad-c09c-491a-9cce-1f6f2111e00a

SIGN REQUEST ISSUED:

**Nov 22, 2022**


09:35 AM UTC

REQUESTED BY:

**Jerry Varghese**

jerry.ushaarmour@gmail.com

STATUS:

 **Completed**

on 22 Nov, 2022, 09:35 AM UTC

## Audit trail

Generated on Nov 22, 2022

22 Nov, 2022, 09:35 AM UTC

**Jerry Varghese** has done unexpected action

jerry.ushaarmour@gmail.com  **Verified**

49.206.242.246





# USHA ARMOUR Pvt. Ltd.

Dear Ms. Sinchana,

Welcome to Usha Armour Pvt Ltd,

We are pleased to inform you that you have been selected for the position of "Business Development Executive- Intern" in Usha Armour Pvt Ltd at Bangalore. You will be paid Rs.15000/- Per month during the 6 months' probation/internship period, post which you will be taken on Company payroll with all the statutory benefits (PF, ESI, Gratuity, Bonus, Medical allowance).

After the Probation/ Internship Period you will be paid 4,25,832/- CTC per annum. Please find attached the detailed salary breakup for your reference.

Your date of joining will be 19th of June 2023. So, please revert to us by an e-mail on or before 17 of June 2023.

Documents to bring:

10th, 12th and Graduation Original Marks Card/List.

4 photographs(passport-recent ones)

2 copies of PAN card and

2 copies of AADHAR.

Note 1: No changing of joining date. Once you finalize the joining date you can't change the Joining. Changing the date of joining will automatically disqualify your selection.

Note 2: Your dress code during the joining and on the job is formals.

Note 3: For further details, you are most welcome to call us on 99632287143, 6363801055, 9731403576, 8951361833 or email us at [hrd@ushaarmour.com](mailto:hrd@ushaarmour.com)

For Usha Armour Pvt Ltd



Human Resource Department

"SUNDARI" # 102, 4th 'A' Main, Munivenkatappa Layout, Bilekahalli, Bannerghatta Road, Bangalore - 560 076

Tel : 080 - 4022 0555 Fax : 080 - 4022 0575 E-mail : [safety@ushaarmour.com](mailto:safety@ushaarmour.com) Website : [www.ushaarmour.com](http://www.ushaarmour.com)



ISO 9001:2015  
CERTIFIED COMPANY

**FIRE PROTECTION | OCCUPATIONAL HEALTH & SAFETY | TRAINING**

Annexure

Usha Armour Private Limited		
Salary Structure Cost to the Company		
	CTC	Net Pay
Designation	Business Development Executive	
Basic & DA	13060	
HRA	8,707	
Gross Amount	<b>21,767</b>	
Deductions		
EPF (Employer Contribution)	1698	
(Employee Contribution)		1567
ESI (Employer Contribution)		
(Employee Contribution)		
Professional Tax		200
Total Deductions		1767
Additional Benefit		
Annual Bonus	1813	
Gratuity	628	
Performance linked Variable Incentive*	10000	
Medical Allowance	208	
Total CTC	35486	
<b>Net take home</b>	<b>20000</b>	
<b>Total CTC ( Per Month )</b>		
	<b>35486</b>	
<b>Total CTC ( Per Annual )</b>		
	<b>425832</b>	

\* Performance linked variable incentive may vary with target fulfillment and unit rates of the orders

Job Description:

- On-line Marketing responsibilities
- Data mining
- Data validation
- Data storage
- Group mailing
- E-Calling
- E-Presentation
- E-Negotiation



# Certificate of Completion

 **Letter Head.pdf**

ID: 94f48034-7615-42d8-8090-99f9cdcfb201

SIGN REQUEST ISSUED:

**Nov 22, 2022**


09:17 AM UTC

REQUESTED BY:

**Jerry Varghese**

jerry.ushaarmour@gmail.com

STATUS:

 **Completed**

on 22 Nov, 2022, 09:18 AM UTC

## Audit trail

Generated on Nov 22, 2022

22 Nov, 2022, 09:18 AM UTC

**Jerry Varghese** has done unexpected action

jerry.ushaarmour@gmail.com  **Verified**

49.206.242.246





# USHA ARMOUR Pvt. Ltd.

Dear Mr. Vybhav S Kotian,

Welcome to Usha Armour Pvt Ltd,

We are pleased to inform you that you have been selected for the position of "Marketing Executive- Intern" in Usha Armour Pvt Ltd at Bangalore. You will be paid Rs.20000/- Per month during the 6 months' probation/internship period, post which you will be taken on Company payroll with all the statutory benefits (PF, ESI, Gratuity, Bonus, Medical allowance).

After the Probation/ Internship Period you will be paid 5,24,746/- CTC per annum. Please find attached the detailed salary breakup for your reference.

Your date of joining will be 19th of June 2023. So, please revert to us by an e-mail on or before 17 of June 2023.

Documents to bring:

10th, 12th and Graduation Original Marks Card/List.  
4 photographs(passport-recent ones)  
2 copies of PAN card and  
2 copies of AADHAR.

Note 1: No changing of joining date. Once you finalize the joining date you can't change the Joining. Changing the date of joining will automatically disqualify your selection.

Note 2: Your dress code during the joining and on the job is formals.

Note 3: For further details, you are most welcome to call us on 99632287143, 6363801055, 9731403576, 8951361833 or email us at [hrd@ushaarmour.com](mailto:hrd@ushaarmour.com)

For Usha Armour Pvt Ltd

Human Resource Department



ISO 9001:2015  
CERTIFIED COMPANY

"SUNDARI" # 102, 4th 'A' Main, Munivenkatappa Layout, Bilekahalli, Bannerghatta Road, Bangalore - 560 076  
Tel : 080 - 4022 0555 Fax : 080 - 4022 0575 E-mail : [safety@ushaarmour.com](mailto:safety@ushaarmour.com) Website : [www.ushaarmour.com](http://www.ushaarmour.com)

**FIRE PROTECTION | OCCUPATIONAL HEALTH & SAFETY | TRAINING**

<b>Usha Armour Private Limited</b>		
<b>Salary Structure Cost to the Company</b>		
	<b>CTC</b>	<b>Net Pay</b>
Designation	<b>Marketing Executive</b>	
Basic & DA	16200	
HRA	6751	
Conveyance	1600	
Medical Allowance	1,250	
Other Allowance	1,199	
Gross Amount	<b>27,000</b>	
<b>EPF (Employer Contribution)</b>		
	1950	
(Employee Contribution)		1800
<b>ESI (Employer Contribution)</b>		
	0	
(Employee Contribution)		0
Professional Tax		200
Total Deductions		2000
<b>Additional Benefit</b>		
Gratuity	779	
Performance linked Variable Incentive*	10000	
Fuel Allowance**	4000	
Total CTC	43729	
<b>Net take home</b>	<b>25000</b>	

<b>Total CTC ( Per Month )</b>	<b>43729</b>
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<b>Total CTC ( Per Annual )</b>	<b>524746</b>
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\* Performance linked variable incentive may vary with target fulfillment and unit rates of the orders

\*\* The amount indicated is only approximate , will vary with Kms covered and petrol rate

# Certificate of Completion

 **Letter Head.pdf**

ID: 5b939125-4295-437d-90cc-20892f557c6b

SIGN REQUEST ISSUED:

**Nov 22, 2022**


09:32 AM UTC

REQUESTED BY:

**Jerry Varghese**

jerry.ushaarmour@gmail.com

STATUS:

 **Completed**

on 22 Nov, 2022, 09:32 AM UTC

## Audit trail

Generated on Nov 22, 2022

22 Nov, 2022, 09:32 AM UTC

**Jerry Varghese** has done unexpected action

jerry.ushaarmour@gmail.com  **Verified**

49.206.242.246





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

## SMVITM: 2023 Batch - ECE - Cerium Systems - Registered students - revised list

Hiring Freshers <freshers@cerium-systems.com>  
To: Placement Officer SMVITM <placement@sode-edu.in>

Mon, Jun 27, 2022 at 11:12 A

Thank you Sir.

On Mon, Jun 27, 2022 at 11:11 AM Placement Officer SMVITM <placement@sode-edu.in> wrote:  
Thank you very much for the quick response. I shall confirm the same to the students.

Good Wishes,



**SMVITM**

Dr. C K Manjunath  
Head - Training, Placement & Industry Liaison  
9742503226 / 9916943300

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!  
**There is no elevator to success!**  
**You have to take the stairs!**

On Mon, Jun 27, 2022 at 11:08 AM Hiring Freshers <freshers@cerium-systems.com> wrote:  
Dear Sir,

Greetings of the day

Please find the final shortlisted for below:

Name of applicant	Email Address	Contact number	Name of Engineering College
HRISHIKA	<a href="mailto:hrishika.19ec020@sode-edu.in">hrishika.19ec020@sode-edu.in</a>	8722869546	SMVITM
SRINIDHI S K	<a href="mailto:srinidhi.19ec075@sode-edu.in">srinidhi.19ec075@sode-edu.in</a>	8431270539	SMVITM
AKSHATHA RENJAL	<a href="mailto:akshatha.19ec004@sode-edu.in">akshatha.19ec004@sode-edu.in</a>	9880866751	SMVITM

On Mon, Jun 27, 2022 at 11:04 AM Placement Officer SMVITM <placement@sode-edu.in> wrote:  
Dear Ms. Rasika,

Kindly update on the results of the students who are selected from the HR round.

Good Wishes,



**SMVITM**

Dr. C K Manjunath  
Head - Training, Placement & Industry Liaison  
9742503226 / 9916943300

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!  
**There is no elevator to success!**  
**You have to take the stairs!**

On Wed, Jun 22, 2022 at 11:40 AM Hiring Freshers <freshers@cerium-systems.com> wrote:  
Dear Madam,

Greetings of the day

Please find the candidates shortlisted for HR interview below:

Name of applicant	Email Address	Contact number	Name of Engineering College
HRISHIKA	<a href="mailto:hrishika.19ec020@sode-edu.in">hrishika.19ec020@sode-edu.in</a>	8722869546	SMVITM
SRINIDHI S K	<a href="mailto:srinidhi.19ec075@sode-edu.in">srinidhi.19ec075@sode-edu.in</a>	8431270539	SMVITM
AKSHATHA RENJAL	<a href="mailto:akshatha.19ec004@sode-edu.in">akshatha.19ec004@sode-edu.in</a>	9880866751	SMVITM

On Mon, Jun 13, 2022 at 6:15 PM Placement Officer SMVITM <placement@sode-edu.in> wrote:  
Dear Madam,

Thank you for the updates, We have shared the details with students

Shrikantha Mithanthaya  
For  
Good Wishes,



**SMVITM**

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!**  
**There is no elevator to success!**  
**You have to take the stairs!**

On Mon, Jun 13, 2022 at 3:33 PM Hiring Freshers <[freshers@cerium-systems.com](mailto:freshers@cerium-systems.com)> wrote:  
Dear Madam,

I have scheduled the interviews for the above mentioned candidates for tomorrow. Please ask them to attend the same.

Regards,  
Rasika Shendre

On Fri, Jun 10, 2022 at 10:18 AM Hiring Freshers <[freshers@cerium-systems.com](mailto:freshers@cerium-systems.com)> wrote:  
Dear Madam,

Please find the candidates shortlisted for Technical interview below:

Name of applicant	Email Address	Contact number	Name of Engineering College
ARUN.J.K	<a href="mailto:arun.19ec008@sode-edu.in">arun.19ec008@sode-edu.in</a>	9353868700	SMVITM
DILEEP A R	<a href="mailto:dileep.19ec016@sode-edu.in">dileep.19ec016@sode-edu.in</a>	6360408374	SMVITM
SHREEPATHI	<a href="mailto:shreepathi.19ec056@sode-edu.in">shreepathi.19ec056@sode-edu.in</a>	8497062109	SMVITM
HRISHIKA	<a href="mailto:hrishika.19ec020@sode-edu.in">hrishika.19ec020@sode-edu.in</a>	8722869546	SMVITM
SRINIDHI S K	<a href="mailto:srinidhi.19ec075@sode-edu.in">srinidhi.19ec075@sode-edu.in</a>	8431270539	SMVITM
AKSHATHA RENJAL	<a href="mailto:akshatha.19ec004@sode-edu.in">akshatha.19ec004@sode-edu.in</a>	9880866751	SMVITM

On Tue, Jun 7, 2022 at 2:41 PM Hiring Freshers <[freshers@cerium-systems.com](mailto:freshers@cerium-systems.com)> wrote:  
Dear Madam,

We have sent the test credentials and meeting link to the newly added student's respective mail ids. Please ask them to join the meeting. We will update all the test related things there.

Regards,  
Rasika Shendre

On Tue, Jun 7, 2022 at 11:22 AM Hiring Freshers <[freshers@cerium-systems.com](mailto:freshers@cerium-systems.com)> wrote:  
Ok, thanks.

On Tue, Jun 7, 2022 at 11:16 AM Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:  
Yes. only 2 extra students

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)

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**You have to take the stairs!**

On Tue, Jun 7, 2022 at 10:52 AM Hiring Freshers <[freshers@cerium-systems.com](mailto:freshers@cerium-systems.com)> wrote:  
Dear Madam,

Please let me know that only the last two students are additional one.

Regards,  
Rasika Shendre

On Tue, Jun 7, 2022 at 10:28 AM Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:  
Dear Rasika,

GM! PFA the revised list of students who have registered for Cerium Systems.

Let me know if any support is needed from my end.

**Looking forward to students becoming assets to this organization!**

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)

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**You have to take the stairs!**

On Tue, Jun 7, 2022 at 10:05 AM Hiring Freshers <[freshers@cerium-systems.com](mailto:freshers@cerium-systems.com)> wrote:  
Sure, will do that.

On Mon, Jun 6, 2022 at 5:07 PM Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:  
Dear Rasika,

Will do. I will also share a revised list tomorrow as a couple of students didnt register on time and this is the first drive we are having for the 2023 batch. Hence, request you to consider these added students too. Thanks

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!  
**There is no elevator to success!**  
**You have to take the stairs!**

On Mon, Jun 6, 2022 at 4:37 PM Hiring Freshers <[freshers@cerium-systems.com](mailto:freshers@cerium-systems.com)> wrote:  
Dear Madam,

We have sent the test credentials and meeting link to the student's respective mail ids. Please ask them to join the meeting. We will update all the test related things there.

Regards,  
Rasika Shendre

On Fri, Jun 3, 2022 at 4:10 PM Hiring Freshers <[freshers@cerium-systems.com](mailto:freshers@cerium-systems.com)> wrote:  
Dear Sir,

Thank you for the database. We will be sending test credentials to candidates on their respective mail ids with the meeting link. Please ask them to join the meeting on 9th June at scheduled time.

Regards,  
Rasika Shendre

On Fri, Jun 3, 2022 at 3:26 PM Placement Officer SMVITM <[placement@sode-edu.in](mailto:placement@sode-edu.in)> wrote:  
Dear Rasika,

Greetings from SMVITM and trust all is well at your end.

PFA the registered student list for Cerium Systems - 2023 batch.

We have confirmed 9th June for the online drive.

Pls share the process and instructions as this is the first drive for the students.

Looking forward to many students joining this core company to launch their careers.

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!*  
*There is no elevator to success!*  
*You have to take the stairs!*

--  
Thanks & Regards,  
Rasika Shendre  
HR Team  
Tech Mahindra Cerium Systems  
8600576360

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Thanks & Regards,  
Rasika Shendre  
HR Team  
Tech Mahindra Cerium Systems  
8600576360

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Thanks & Regards,  
Rasika Shendre  
HR Team  
Tech Mahindra Cerium Systems  
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Thanks & Regards,  
Rasika Shendre  
HR Team  
Tech Mahindra Cerium Systems  
8600576360

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Thanks & Regards,  
Rasika Shendre  
HR Team



6/27/22, 1:10 PM

Shri Sode Vadiraja Mutt Education Trust Mail - SMVITM: 2023 Batch - ECE - Cerium Systems - Registered students - revised list

Tech Mahindra Cerium Systems  
8600576360

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Thanks & Regards,  
Rasika Shendre  
HR Team  
Tech Mahindra Cerium Systems  
8600576360



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Ruhaima**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 300000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **Sameeksha**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 300000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343

# DDS Group

1st Floor, No 174/i, AECS Layout , B-Block,  
Singasandra, Bengaluru-560068  
GST No.: 29BRDPD5164K3ZJ  
[www.ddsgroup.co.in](http://www.ddsgroup.co.in)



**Ref.: DDS/AL/23/07**

**Date: 19-June-2023**

**Mr. Arun J Kandgolkar**  
**Address: Udupi, India**  
**Email: arunj140113@gmail.com**

**Mobile: +91 9353868700**

---

**Dear Arun J Kandgolkar,**

**Sub: Letter of Offer for Employment**

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of “**Design Engineer**” on terms and conditions mutually agreed upon during the discussion.

1. Your place of work will be at **DDS Group Bangalore**.
2. You will report to the “**General Manager**” or any other assigned authority authorized by the company, with regard to your day-to-day activities from time to time.
3. The offer is valid till **24-06-2023** and you shall report for joining on or before **24-06-2023**.
4. Your appointment order indicating the terms and conditions of your employment will be issued to you at the time of your joining.
5. If there are any changes in the employment terms the same shall be intimated to you.
6. You will be on probation for six months from the date of your joining.
7. You will be entitled to a stipend of Rs 15,000/- (Rupees Fifteen Thousand only ) per month during the probation period.
8. In case of your resignation from service, you will be required to serve two-month notice.
9. The company reserves the right to terminate your service in case your performance is found to be unsatisfactory, by giving either one-month notice or one-month salary.
10. You shall not disclose to anyone directly or indirectly any trade secret or confidential information regarding the company. You are required to sign a non-disclosure agreement on your joining.
11. This employment offer has been made based on the information furnished by you. However, if there is any discrepancy in the copies of documents or certificates given by you as proof, we retain the right to review our offer of employment.
12. This employment offer is subject to your being medically fit.

# DDS Group

1st Floor, No 174/i, AECS Layout , B-Block,  
Singasandra, Bengaluru-560068  
GST No.: 29BRDPD5164K3ZJ  
[www.ddsgroup.co.in](http://www.ddsgroup.co.in)



Please ensure to bring the following documents, certificates etc., at the time of your joining.

1. Photocopies of Educational Certificates.
2. Experience letter of the past employer(If any).
3. Last drawn salary proof (pay slips of the last 2 months if any)
4. Relieving letter from the previous employer (if applicable).
5. Two passport-sized photographs of self.
6. ID Proof (Photocopy of Passport/Aadhar card)
7. Photocopy of PAN card.
8. One cancelled cheque leaf

Please note that you are expected to keep the salary details strictly confidential.

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

We welcome you to **DDS Group Bangalore**.

**Yours Sincerely,**

**PR Upadhya**  
**GM**

### **Offer acceptance:**

I, **Arun J Kandgolkar** have received the offer letter dated **19-06-2023** for the position of **“Design Engineer”**, and I hereby accept the terms and conditions mentioned in the offer. I confirm that I will join on or before **24-06-2023**.

Date:

-----  
(Signature of the candidate)

# EdYoda

zekeLabs Tech. Pvt. Ltd.

## Offer letter

**February 8th, 2023**

**Dear Bhoomika,**

On behalf of zekeLabs Technologies Private Limited (“zekeLabs”), I am pleased to offer you the position of **Business Development Associate (L1B)**. We believe your skills, aptitude, and interests are consistent with the opportunities for growth in the organization.

Our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you will play a significant role in the overall success of the venture and wish you the most enjoyable, learning-packed, and truly meaningful experience at zekeLabs.

Your appointment and compensation will be governed by the terms and conditions presented in Annexures - A, B, and C. The structure of your compensation plan may be altered/changed from time to time in line with the compensation policy and practices of the organization.

Please sign the duplicate of this offer as your acceptance and forward the same to us.

Wishing you a long and fulfilling journey ahead.

Kunal Kirange

**Senior Director**

zekeLabs | EdYoda

## Annexure - A

### COMPENSATION

The total CTC opportunity offered by the company is ₹ 548,000.00/- Please find the break-up details below.

<b>Cash Components (A)</b>		
	<b>Annual (INR)</b>	<b>Monthly (INR)</b>
<b>Basic Salary</b>	₹ 180,000.00	₹ 15,000.00
<b>House Rent Allowance</b>	₹ 72,000.00	₹ 6,000.00
<b>Conveyance Allowance</b>	₹ 19,200.00	₹ 1,600.00
<b>Telephone Allowance</b>	₹ 18,000.00	₹ 1,500.00
<b>Provident Fund</b>	₹ 43,200.00	₹ 3,600.00
<b>Bring your own device Allowance (BYOD)*</b>	₹ 18,000.00	₹ 1,500.00
<b>Special/Fixed Allowance</b>	₹ 9,600.00	₹ 800.00
<b>Total</b>	<b>₹ 360,000.00</b>	<b>₹ 30,000.00</b>
<b>Additional Bonus Components (B)</b>		
<b>Fixed Long term contribution bonus (LTCB)**</b>		
<b>Variable Pay and Benefits Component(s) (C)</b>		
<b>Performance Pay (PP) and other benefits***</b>	₹ 164,000.00	
<b>Offsite Events/Free Refreshments/Office Expense****</b>	₹ 24,000.00	
<b>Total CTC Opportunity (A+B+C)</b>	<b>₹ 548,000.00</b>	

\*Check Annexure - C for more details on BYOD policy.

\*\*LTCB component is paid out biannually in two parts in the ratio of 2:3 in the quarter ending September and March.

\*\*\*The performance pay (PP) component is paid out quarterly on an individual performance basis. Please check the below performance matrix for details. For any clarification please connect with your reporting leader.

\*\*\*\*Deductible by the company includes office expenses, refreshments, and offsite events.

# EdYoda

zekeLabs Tech. Pvt. Ltd.

***You will be in the training period of three (3) months. During the training period, you will be paid INR 15,500.00 as compensation. You will be eligible for performance-based incentives during the training period.***

## Terms

- The monthly/quarterly performance targets are shared by the 5th of the month/quarter (Connect with your reporting lead for more details).
- The performance payouts happen at the end of each quarter on net revenue realized and are credited to the monthly salary of the first month of the quarter.
- The ISA fee with no/zero upfront payments is calculated at INR 5,000.00 per registration for performance pay calculations. The ISA registration with a registration fee is calculated as the revenue contribution of the registration fee.
- Quarterly targets may be updated/revised based on company policies. The changes in performance pay structure will be shared as and when applicable.
- You will receive the salary, and all other benefits forming part of your remuneration package subject to, and after, Provident Fund (PF) deductions, company deductions, and deduction of tax at source in accordance with applicable laws.
- You will be eligible for LTCB after completion of the probation period/half-yearly cycle on a pro-rata basis. In case the association is terminated by resignation or termination without completion of the probation period/half-yearly cycle (as applicable) LTCB component will lapse.
- zekeLabs reserves the right to vary, amend and modify any item of the salary package. The structure of your compensation plan may be altered/changed from time to time in line with the compensation policy and practices of the organization.

***Compensation is regarded as confidential information and should not be made public or disclosed to other colleagues.***



## Annexure - B

### Employment Agreement

#### OPPORTUNITY

You are being hired as a **Business Development Associate (L1B)**. Your position at zekeLabs is a professional position that requires a significant level of responsibility, discretion, and independent judgment. In view of your position, you must effectively, diligently, and to the best of your ability to perform all your responsibilities and ensure results that contribute to the growth of the organization.

**This offer takes effect from your date of joining which shall not be later than 20th February 2023**, Please confirm the joining date upon receipt of this offer letter.

#### Office Address

**Gopalan Enterprise - Millennium Tower - Near CMRIT College, ITPL Main Road, Gopalan Co-Works 1st Floor-Bengaluru – Karnataka – 560037**

You would be posted at the above address. However, as and when required, you may be transferred to any of the offices in India or abroad.

#### SERVICE AGREEMENT

zekeLabs has established momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by zekeLabs. It is our intent to guard these assets closely.

This Agreement includes the terms of your employment relationship with zekeLabs, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against zekeLabs, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to zekeLabs.

All the work that you will produce at or in relation to zekeLabs will be the intellectual property of zekeLabs. You are not allowed to store, copy, sell, share, and distribute it to a third party under

# EdYoda

zekeLabs Tech. Pvt. Ltd.

any circumstances. Similarly, you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking sites, and offline among your friends, colleagues, etc.) without prior discussion and approval from the company.

## **CONFIDENTIALITY AGREEMENT**

We take data privacy and security very seriously and to maintain the confidentiality of any client, customers, and companies' data and contact details that you may get access to during your employment will be your responsibility. zekeLabs operates on a zero-tolerance principle with regard to any breach of data security guidelines. At the completion of the employment, you are expected to hand over all zekeLabs work/data stored on your personal computer to your reporting manager and delete the same from your machine.

During the appointment period, you shall not engage yourselves directly or indirectly or in any capacity in any other organization. In the event of a breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company to an extent estimated by the Company.

## **NON - DISCLOSURE CLAUSE**

You agree that, except as directed by the Company, you will not at any time, whether during or after employment with the Company, disclose to any person or use any confidential information, or permit any person to examine and/or make copies of any documents which contain or are derived from confidential Information, whether prepared by you or otherwise coming into your possession or control without the prior written permission of the Company. Any separate Agreement entered between you and the company, elaborating this clause, shall be construed as part of this contract and shall be fully binding on both the Parties.

## **NON - COMPETITION CLAUSE**

You agree that because of the confidential and sensitive nature of the confidential information and because the use of, or even the appearance of the use of, the Confidential Information in certain circumstances may cause irreparable damage to the Company and its reputation, or to clients of the Company, you will not, until the expiration of 18 months after the termination of the employment relationship, engage, directly or indirectly, or through any corporations or associates in any business, enterprise or employment which is directly competitive with the Company and its

# EdYoda

zekeLabs Tech. Pvt. Ltd.

services. Any separate Agreement entered between you and the Company, elaborating this Clause, shall be construed as part of this Contract and shall be fully binding on both the Parties. Your employment is also contingent upon your ability to work for the Company without restriction i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer. However subsequently if any non-compete obligations are discovered you shall be personally liable for the same.

## REFERENCE CHECKS

Your appointment is subject to satisfactory reference checks and clearance from any secrecy/service agreements that you may have executed, which could have a bearing on your working with us.

## TRAINING AND DEVELOPMENT

During the course of your employment, to enable you to discharge your duties efficiently, the Company may invest in you by providing you with specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (before a minimum period of 6 months) Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.

## PROBATION

Your employment is subject to a probationary period of up to six months (6) after joining full-time. During the period of probation, the Company shall be in a discretionary power to remove or extend your probation period depending on your performance and occupational efficiencies for the position in which you are employed. *Your probationary period will count towards your continuous employment.*

## TERMINATION OF EMPLOYMENT

Under normal circumstances as a Full-time Employee (FTE), either the company or you may terminate this association by providing a notice of 5 business days without assigning any reason. The employee will not be eligible for any leave during the notice period.

# EdYoda

zekeLabs Tech. Pvt. Ltd.

If the association is terminated within 31 days from the date of joining by either company or the employee, the employee will not be eligible for the experience letter, any compensation, and/or bonuses by the company.

If the employee is absent for a continuous period of 3 days without obtaining due approvals, the company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.

The clearance of the full and final settlement shall be subject to the satisfactory handover from the employee and non-violation of the terms & conditions in the appointment letter, non-disclosure Agreement, and technology usage policy. The full and final settlement shall be processed including the last month's salary and any bonuses (if applicable) within 60 days or earlier from the last working day of the employee.

The company may terminate this agreement with immediate effect under situations of in-disciplinary behaviors, insubordination, inadequate performance, and/or gross misconduct. Apart from the salary dues as of the date of termination, the employee will not be eligible for any dues including notice period pay, LTCB, and/or performance pay bonus in case the employee is terminated for causes above.

If any information furnished by the employee in the application for employment or during the selection process, is found at any time during the employment to be incorrect or false, and /or if the employee has suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation.

Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India.

## **OFFER OF EMPLOYMENT**

The purpose of this Employment Agreement is to put in writing the specifics of your employment. Please acknowledge and accept this Employment Agreement by signing and sending a scanned copy of the same via email to [hr@zekelabs.com](mailto:hr@zekelabs.com)

## WELCOME TO ZEKELABS

This appointment is contingent upon a satisfactory reference report and submission of documents which are summarized below. Do email us copies of the same.

1. Relieving letter & experience certificate from the previous employer[s] on Company letterhead or with Company stamp along with the appointment letter/offer letter. (if applicable)
2. Resignation acceptance letter on Company letterhead or with Company stamp mentioning the Name, Designation, and sign-off from authorized signatory along with the appointment letter. (if applicable)
3. Salary slip from the previous employer for the last 3 months. (if applicable)
4. Last month's Bank statement, for previous employment. (if applicable)
5. Original & copy of your PAN Card and Aadhar/Passport

zekeLabs is a startup and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, creativity, and hard work – and expect appreciation & rewards to follow. In addition, have fun at what you do and do the right thing – both the principles are the core of what zekeLabs stands for. We expect you to imbibe them in your day-to-day actions and challenge us if we are falling short of expectations on either of them.

We welcome you to the team and look forward to your contribution to the growth of the organization.

Your signature at the end of this letter confirms your acceptance of the conditions of your employment. Kindly sign and return to us the duplicate copy of this letter and Annexure as your Acceptance. Best Wishes!

Kunal Kirange  
**Senior Director**  
zekeLabs Technologies Pvt. Ltd.

Acceptance Signature  
NAME:  
DATE:

## Annexure - C

### Bring your own device policy (BYOD policy)

#### **Objective**

This policy establishes 'zekeLabs' guidelines for employee use of personally owned electronic devices for work-related purposes.

#### **Scope**

All employees will have the opportunity to use their personal electronic devices for work purposes. Personal electronic devices include personally owned cell phones, smartphones, tablets, laptops, and computers.

#### **Procedure**

##### **Authorized use**

While at work, employees are expected to exercise the same discretion in using their personal devices as is expected for the use of company devices. "zekeLabs" policies pertaining to harassment, discrimination, retaliation, trade secrets, confidential information, and ethics apply to employee use of personal devices for work-related activities.

##### **Privacy/company access**

"zekeLabs" reserves the right to review or retain personal and company-related data on personal devices or to release the data to government agencies or third parties during an investigation or litigation.

##### **Company allowance**

Employees authorized to use personal devices under this policy will receive an agreed-on monthly allowance. You will not be eligible for BYOD allowance in case the company provided device(s).

##### **Safety**

Employees are expected to follow applicable local, state, and laws and regulations regarding the use of electronic devices at all times.

# EdYoda

zekeLabs Tech. Pvt. Ltd.

## **Lost, stolen, hacked or damaged equipment**

Employees are expected to protect personal devices used for work-related purposes from loss, damage, or theft.

## **Post-termination of employment**

Upon resignation or termination of employment, or at any time on request, the employee may be asked to produce the personal device for inspection for company-related data. All company data on personal devices must be removed upon the termination of employment.

Acceptance Signature

NAME:

DATE:



12<sup>th</sup> January, 2023

Chaithra Kulal  
Shri Madhwa Vadiraja Institute of Technology & Management (SMVITM)  
Udupi.

**Dear Chaithra Kulal,**

**Congratulations!**

We are pleased to offer you a position “**Engineer - Trainee**”, at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 25,000/- per month plus TDS as applicable. At the end of the three/six months, you will be confirmed, based on your performance.

Detailed Summary of benefits including retrial benefits will be included in the revised offer letter, that will be given to you after completion of your training period. Subject to review with respect to your performance, the total compensation upon your confirmation, on Cost-To-Company will be Rs. 4,00,000/-. On performance grade and post completion of one year, your CTC will be revised to Rs. 5,00,000/-. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependents as per the company rules.

After completion of 2 year as an employee, you will be eligible for stock options from the company based on your performance.

*As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years from the date of confirmation. In the event of parting of the employee during probation period or before the said period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience Letter & there will be no Full & Final settlement.*

Please note this offer of employment and any consequent employment relationship is also contingent upon Company’s satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Lekha Wireless Solutions Pvt. Ltd.  
Roshini Chambers, No. 947,  
24th Main, 2nd Phase J.P. Nagar,  
Bangalore-560078.  
Email : [business@lekhawireless.com](mailto:business@lekhawireless.com)  
Ph : 080-2659 0100 Fax : 080-2659 3100  
Website : [www.lekhawireless.com](http://www.lekhawireless.com)  
GSTIN : 29AABCL8954A1ZF  
CIN No. : U72200KA2010PTC055891





To accept the terms of this offer, please sign this offer letter and each of its annexures and return them to HR at Lekha Wireless Solutions Pvt. Ltd., Roshini Chambers, No. 947, 24<sup>th</sup> Main, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078.

If you do not do so to signify the acceptance of the offer, the offer will elapse within three weeks. Also, for the avoidance of doubt, if any of the contingencies described in this letter do not occur, you will not become an employee of the Company. Please also note that the terms of this offer letter (including its annexures) are confidential.

Your start date will be on or before **17<sup>th</sup> February, 2023**

On the date of joining, please carry with you copies of your Marks-sheets, Graduation Certificate, Aadhar, PAN & Address Proof. Also carry the corresponding original certificates which will be returned to you immediately after verification of the copies by the HR. If there is a history of past employment, you are required to produce the corresponding relieving letter/ experience certificate also.

The terms and conditions of this letter and its annexures will be governed and interpreted in accordance with Indian Law. Please also note that all monetary amounts referred in this document are Indian Rupee ('INR') amounts, unless specifically indicated otherwise.

**Note:** *You will be considered as a Trainee–Consultant during the probation period i.e. 3 months' to 6 months' from the date of joining.*

Welcome to the Lekha Wireless Solutions family! We wish you a long and fruitful career with the Company.

Yours faithfully,

For LEKHA WIRELESS SOLUTIONS PVT. LTD.

Ramu T S  
Founder-Director



## Annexure – I

### Terms and Conditions

- 1. Place of Posting and Assignment:** Your place of work will be Lekha Wireless Solutions Pvt. Ltd., “Roshini Chambers”, No. 947, 24<sup>th</sup> Main Road, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078. However, you may be required to report to other office or client’s place as required by the Company. Your place of posting, responsibilities and duties may change depending the Company’s business requirements and at the Company’s discretion.
- 2. Past Record:** If you make a false declaration or provide any false information to the Company about your educational qualifications and/or if you willfully suppressed any information material to the decision to offer you employment or in connection of with your employment, your employment may be immediately terminated without notice or payment in lieu.
- 3. Hours of Work:** You are expected to work the Company/Client’s normal business hours. Your regular weekly schedule will be from Monday to Friday. Expected hours of work are from 9am to 6pm. However you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities.
- 4. Termination:** The Company or you may terminate your employment by giving 2 months written notice or compensation thereof, as per the discretion of the company. However, in the event of serious misconduct, or a breach of the terms and conditions of your employment, or any other conduct which causes the Company damage or brings you or the Company into disrepute, the Company may terminate your employment immediately without any notice.
- 5. Workplace Ethics:** You will comply with Company’s policies and procedures in place from time to time including those set out in the Company Employee Resource Guide. These include guidelines on dual employment, insider trading, and workplace harassment policy amongst others. You will also maintain a professional work culture in the organization in terms of attire and use and maintenance of Company property.
- 6. Confidentiality:** You must not disclose any confidential information of the Company or any of its affiliated companies, nor any of their trade secrets or know-how, to any entity. You must execute, observe and abide by all the terms of the Proprietary information. A breach of any of the terms will lead to immediate termination of your employment without payment in lieu of notice.

I \_\_\_\_\_ acknowledge and agree to the above.

Signed: \_\_\_\_\_



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20222989202/Pune**  
**Date: 28/12/2022**

Ms. Dheeksha A Suvarna  
7 35-A2 Deeksha Nilaya A.P Nagar,  
Kodankoor,  
Udupi-576103,  
Karnataka.  
Tel# 91-9483348116

Dear Dheeksha A Suvarna,

**Sub: Letter of Offer**

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

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

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

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

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

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1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

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

## **CITY ALLOWANCE**

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

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

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**3**

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## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

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

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

## Loans

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

## Professional Memberships

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

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4

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## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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### **3. Training Period**

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

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

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

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

### **4. Working Hours**

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

### **5. Mobility**

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

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

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

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

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

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

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





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

## **9. Confidentiality Agreement**

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

## **10. Service Agreement**

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

## **11. Work in SBWS mode**

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

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



## **12. Overseas International Assignment Agreement**

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

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

## **13. Terms and Conditions**

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

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

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

## **15. Notice Period**

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.



## 16. Retirement

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

## 17. Pre-employment Medical Certificate

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

## 18. Employment of Non Indian Citizens

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

## 19. Background Check

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

## 20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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- 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**



- 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>Dheeksha A Suvarna</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 Services, 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.



# ALAR INNOVATIONS

CIN: U72900KA2023PTC170665 | DPIIT: DIPP126915

Date: 01-05-2023

## CALL LETTER

Dear **SHETTY NITHIN VIJAY**

We are pleased to extend to you the offer of employment for the position of Software Engineer - Trainee at Alar Innovations Pvt Ltd. Your skills and experience will be an ideal fit for our team and we look forward to welcoming you aboard.

Start Date: Your start date will be July 15, 2023, at 9:00 am.

Your Annual Total Compensation will be a minimum of INR 3,00,000. Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules, regulations, and practices in vogue, which may change occasionally. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Alar is valid for 7 days only from the date of the offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to your joining us. Please feel free to contact us if you have any further questions or clarifications.

Welcome to Alar Innovations

  
For Alar Innovations Pvt Ltd  
**ALAR INNOVATIONS**  
Authorised Signature  
KUMTA - 581 343





Ref. No.: KDPL/Offer/23-24/159

Date: 06-July-2023

***Privileged and Confidential***

Dear Dheeraj ,

**Sub:** Letter of Offer

**Ref:** Your application for the position of **Trainee Engineer**

This has reference to your application for Employment in our company and subsequent interviews you had with us.

We are pleased to offer you the position of “**Trainee Engineer**” in our company subject to following terms and conditions based in Manipal.

1. Date of Joining : On or before 17<sup>th</sup> July 2023
2. Compensation : (a) During your training period, you will be paid with a stipend of **INR 15,000.00 (CTC of INR 20,000)** per month for Twelve months from date of joining. The details of stipend components are as mentioned in the **Annexure - 1** of this Letter of Offer.  
(b) After Twelve months from date of joining your CTC shall be **INR 3,00,000/-per annum (Indian Rupees Three Lakh Only)** inclusive of all benefits fixed on the basis of a Total cost To the Company. The details of salary components are as mentioned in the **Annexure - 2** of this Letter of Offer.  
  
The Health insurance details are mentioned in the **Annexure – 3** of this letter.
3. Reporting Manager : Gururaj L Bankapur
4. Work Location : KarMic – Manipal/Bangalore.
5. Training : The Company may, at its sole discretion, nominate you for training for which you understand and acknowledge that the Company would be incurring certain amount of expenses and re-locate you to any Department / Group / Section Line, as well as any Office / Establishment / Division / Branch of the Company, in India or abroad, as well as its associates / sister concerns within the group, on temporary or permanent basis depending upon the Company's priorities and requirement of work.

Regd. Office: 4/505 (C&C1), 80 Badagabettu, Rajeev Nagar, Alevoor Road, Manipal, Udupi – 576104, Karnataka, India Phone: 08202575753,  
E-mail: [hr@karmic.co.in](mailto:hr@karmic.co.in) Website: <http://karmic.co.in> CIN: U31200KA1999PTC024802





The Company provides training on VLSI concepts, both theoretical and practical. You understand and acknowledge that the Company would be incurring a minimum expense of Indian Rupees Seven Lakh Plus Applicable Taxes (INR 7,00,000+applicable taxes) towards the training and other expenses. This amount will be repaid back to the company by you in the form of providing service to the company for Fifty Four (54) months from the date of joining. The training period will be for a period of Twelve (12) months from the date of your joining.

6. Probationary Period : Post successful completion of your Training, you will be on probation for a period of six (6) months, which may be curtailed or extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmations. Unless confirmed in writing, you will be deemed as probationer. Upon successful completion of probationary period, you will be confirmed for permanent employment in the company.

After confirmation of your employment as mentioned in the above point, this contract of employment can be terminated by either party by giving Three months (90 days) notice. The company reserves the right to pay only the basic salary in lieu of notice period, but we recover full salary in lieu of notice period. Further, in case of resignation by the employee, company may at its discretion relieve him/her from such date as it may deem fit even before the expiry of the notice period without compensation for the remaining period and is not bound to give any reason thereof. If your service is terminated consequent to any disciplinary action or loss of confidence, no notice will be required to terminate your employment.

7. Documents required at the time Joining : **As per Annexure - 4.**
8. Applicability of Company Policy : The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies etc. and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.
9. Confidentiality : You agree that the information and documents (including Letter of Offer and information contained herein) shared with you during our interview process are confidential in nature which you shall not disclose to anyone under any circumstance, unless prior approval in writing is obtained from the Company.
10. Non-Solicitation : You agree not to use this Letter of Offer and its contents for the purposes of soliciting offers from other persons (including present employer) for any purposes whatsoever.
11. Governing Law / Jurisdiction : Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Karnataka Courts only.



12. Indemnify Bond : With a view to indemnify the company, you agree to reimburse and or pay a sum of Indian Rupees Seven Lakh plus applicable Taxes (INR 7,00,000+applicable Taxes) if you fail to continue your services for Fifty Four (54) months from the date of joining.

NOW IT IS AGREED BY AND BETWEEN YOU AND THE COMPANY AS UNDER

You shall not, for a period of Fifty Four (54) months from the date of joining, resign or abandon your services with the Company. In the event of any breach committed by you, if your services cease before Fifty Four (54) months from the date of joining, for any reason whatsoever, you undertake to repay/refund the amount (as referred above) to the Company, and which will be receivable by the Company as it deems fit.

13. Appointment Letter, NDA and other Documents : You will have to enter joining **Non-Disclosure Agreement** subsequent to your joining us in the format of the company. A detailed appointment letter will be issued on the day of joining. You will also be expected to execute any other forms of undertakings or agreements as per the requirements of the management based on the Policy of the Company from time to time.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter in each page and return it to us for office records.

We believe you have a successful career ahead of you and look forward to your joining us.

Please indicate your date of joining. **On the day of joining please produce all your original documents for verification.**

Yours truly,

For **KARMIC DESIGN PRIVATE LIMITED,**

**Gururaj L Bankapur**  
Director

I agree and accept the employment with **KARMIC DESIGN PRIVATE LIMITED** based on the terms and conditions mentioned above. I shall be reporting for duty on \_\_\_\_\_

**Name : Dheeraj**

**Signature:**

**Date :**

**Date of Joining:**

Regd. Office: 4/505 (C&C1), 80 Badagabettu, Rajeev Nagar, Alevoor Road, Manipal, Udipi – 576104, Karnataka, India Phone: 08202575753,  
E-mail: [hr@karmic.co.in](mailto:hr@karmic.co.in) Website: <http://karmic.co.in> CIN: U31200KA1999PTC024802





ANNEXURE – 1

Earnings	PM (INR)	PA (INR)
<b>Stipend</b>		
Stipend	₹15,000	₹1,80,000
Total Stipend	₹15,000	₹1,80,000
<b>Add: Statutes</b>		
Food	₹3,282	₹39,384
Health Insurance	₹1,718	₹20,616
<b>Total CTC</b>	<b>₹20,000</b>	<b>₹2,40,000</b>

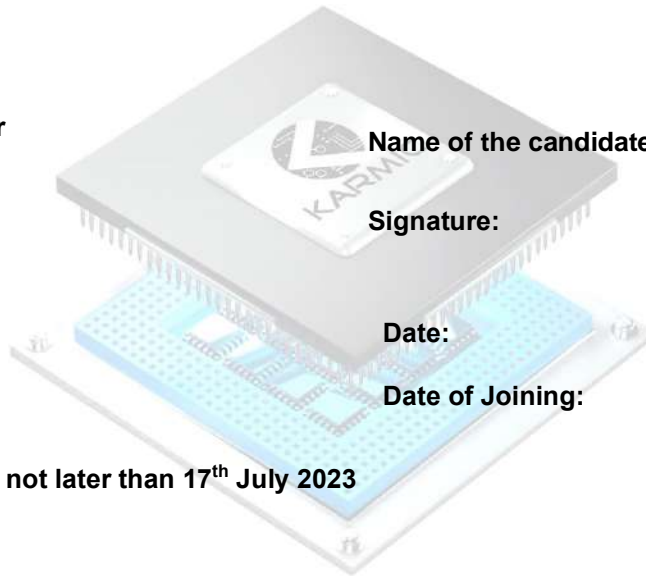
Name: Gururaj L Bankapur

Designation: Director

Signature:

Date:

This is w.e.f. date of joining not later than 17<sup>th</sup> July 2023



Name of the candidate: Dheeraj

Signature:

Date:

Date of Joining:



ANNEXURE – 2

Earnings	PM (INR)	PA (INR)
<b><u>Salary / Allowances</u></b>		
Basic	₹8,000	₹96,000
Dearness Allowance	₹2,000	₹24,000
House Rent Allowance	₹4,000	₹48,000
Special Allowance	₹2,450	₹29,400
Flexible / Production Incentive	₹201	₹2,412
Medical Allowance	₹1,250	₹15,000
Leave Travel Allowance	₹1,500	₹18,000
Conveyance Allowance	₹1,600	₹19,200
<b>Total Salary</b>	<b>₹21,001</b>	<b>₹2,52,012</b>
<b>Add: Statutes</b>		
PF Employer's contribution	₹1,800	₹21,600
Gratuity	₹481	₹5,772
Health Insurance	₹1,718	₹20,616
<b>Total CTC</b>	<b>₹ 25,000</b>	<b>₹3,00,000</b>

Name: Gururaj L Bankapur

Name of the candidate: Dheeraj

Designation: Director

Signature:

Signature:

Date:

Date:

Date of Joining:

This is w.e.f. Twelve months after date of joining not later than 17<sup>th</sup> July 2024





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**ANNEXURE - 3**

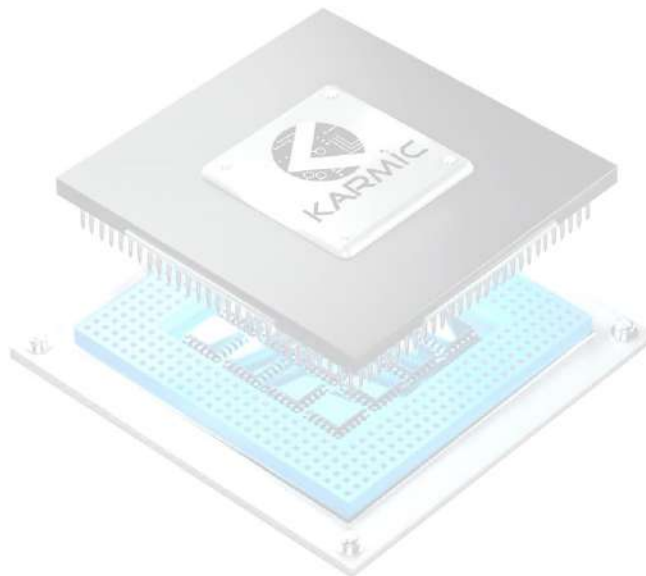
**Insurance**

Regarding the Health Insurance, you and your Family (parents, spouse and upto a maximum of two children) shall be eligible for Mediclaim policy coverage for INR 5 lakh per annum for the whole Family. The tentative premium would be INR 20,616/- per annum which is subject to revision every year in the month of April.

Yours truly,

For **KARMIC DESIGN PRIVATE LIMITED,**

**Gururaj L Bankapur**  
Director





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## ANNEXURE - 4

On the day of joining, you are required to submit the following:

As a part of joining formalities, we request you to furnish the below mentioned documents/ details for file uploading.

- Copy of PAN, Aadhar and Passport if any.
- Blood group details & Permanent Address
- Resume
- Copy of all your educational certificates along with the marks for all relevant years and courses.
- Four passport size photographs (Blue background)
- Along with the acceptance of the offer, you will have to furnish 2 references of previous colleagues along with their designations, contact numbers and e-mail ids for the purpose of a reference check as a part of the recruitment process. In case you do not have previous working experience then you need to furnish the details of 2 references who are not related to you. Please do inform them that we would be contacting them.

**Please bring all your original documents for verification.**

For **KARMIC DESIGN PRIVATE LIMITED,**

**Gururaj L Bankapur**  
Director



12<sup>th</sup> January, 2023

Dileep A R  
Shri Madhwa Vadiraja Institute of Technology & Management (SMVITM)  
Udupi.

Dear Dileep A R,

**Congratulations!**

We are pleased to offer you a position "Engineer - Trainee", at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 25,000/- per month plus TDS as applicable. At the end of the three/six months, you will be confirmed, based on your performance.

Detailed Summary of benefits including retrial benefits will be included in the revised offer letter, that will be given to you after completion of your training period. Subject to review with respect to your performance, the total compensation upon your confirmation, on Cost-To-Company will be Rs. 4,00,000/-. On performance grade and post completion of one year, your CTC will be revised to Rs. 5,00,000/-. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependents as per the company rules.

After completion of 2 year as an employee, you will be eligible for stock options from the company based on your performance.

*As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years from the date of confirmation. In the event of parting of the employee during probation period or before the said period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience Letter & there will be no Full & Final settlement.*

Please note this offer of employment and any consequent employment relationship is also contingent upon Company's satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Lekha Wireless Solutions Pvt. Ltd.  
Roshini Chambers, No. 947,  
24th Main, 2nd Phase J.P. Nagar,  
Bangalore-560078.  
Email : business@lekhawireless.com  
Ph : 080-2659 0100 Fax : 080-2659 3100  
Website : www.lekhawireless.com  
GSTIN : 29AABCL8954A1ZF  
CIN No. : U72200KA2010PTC055891





To accept the terms of this offer, please sign this offer letter and each of its annexures and return them to HR at Lekha Wireless Solutions Pvt. Ltd., Roshini Chambers, No. 947, 24<sup>th</sup> Main, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078.

If you do not do so to signify the acceptance of the offer, the offer will elapse within three weeks. Also, for the avoidance of doubt, if any of the contingencies described in this letter do not occur, you will not become an employee of the Company. Please also note that the terms of this offer letter (including its annexures) are confidential.

Your start date will be on or before **17<sup>th</sup> February, 2023**

On the date of joining, please carry with you copies of your Marks-sheets, Graduation Certificate, Aadhar, PAN & Address Proof. Also carry the corresponding original certificates which will be returned to you immediately after verification of the copies by the HR. If there is a history of past employment, you are required to produce the corresponding relieving letter/ experience certificate also.

The terms and conditions of this letter and its annexures will be governed and interpreted in accordance with Indian Law. Please also note that all monetary amounts referred in this document are Indian Rupee ('INR') amounts, unless specifically indicated otherwise.

**Note:** *You will be considered as a Trainee–Consultant during the probation period i.e. 3 months' to 6 months' from the date of joining.*

Welcome to the Lekha Wireless Solutions family! We wish you a long and fruitful career with the Company.

Yours faithfully,

For LEKHA WIRELESS SOLUTIONS PVT. LTD.

Ramu T S  
Founder-Director

Annexure – I

Terms and Conditions

1. **Place of Posting and Assignment:** Your place of work will be Lekha Wireless Solutions Pvt. Ltd., "Roshini Chambers", No. 947, 24<sup>th</sup> Main Road, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078. However, you may be required to report to other office or client's place as required by the Company. Your place of posting, responsibilities and duties may change depending the Company's business requirements and at the Company's discretion.
2. **Past Record:** If you make a false declaration or provide any false information to the Company about your educational qualifications and/or if you willfully suppressed any information material to the decision to offer you employment or in connection of with your employment, your employment may be immediately terminated without notice or payment in lieu.
3. **Hours of Work:** You are expected to work the Company/Client's normal business hours. Your regular weekly schedule will be from Monday to Friday. Expected hours of work are from 9am to 6pm. However you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities.
4. **Termination:** The Company or you may terminate your employment by giving 2 months written notice or compensation thereof, as per the discretion of the company. However, in the event of serious misconduct, or a breach of the terms and conditions of your employment, or any other conduct which causes the Company damage or brings you or the Company into disrepute, the Company may terminate your employment immediately without any notice.
5. **Workplace Ethics:** You will comply with Company's policies and procedures in place from time to time including those set out in the Company Employee Resource Guide. These include guidelines on dual employment, insider trading, and workplace harassment policy amongst others. You will also maintain a professional work culture in the organization in terms of attire and use and maintenance of Company property.
6. **Confidentiality:** You must not disclose any confidential information of the Company or any of its affiliated companies, nor any of their trade secrets or know-how, to any entity. You must execute, observe and abide by all the terms of the Proprietary information. A breach of any of the terms will lead to immediate termination of your employment without payment in lieu of notice.

I Dileep A.R acknowledge and agree to the above.

Signed: Dileep A.R



Ref. No.: KDPL/Offer/23-24/160

Date: 06-July-2023

***Privileged and Confidential***

Dear Divyashri,

**Sub:** Letter of Offer

**Ref:** Your application for the position of **Trainee Engineer**

This has reference to your application for Employment in our company and subsequent interviews you had with us.

We are pleased to offer you the position of “**Trainee Engineer**” in our company subject to following terms and conditions based in Manipal.

1. Date of Joining : On or before 17<sup>th</sup> July 2023
2. Compensation : (a) During your training period, you will be paid with a stipend of **INR 15,000.00 (CTC of INR 20,000)** per month for Twelve months from date of joining. The details of stipend components are as mentioned in the **Annexure - 1** of this Letter of Offer.  
(b) After Twelve months from date of joining your CTC shall be **INR 3,00,000/-per annum (Indian Rupees Three Lakh Only)** inclusive of all benefits fixed on the basis of a Total cost To the Company. The details of salary components are as mentioned in the **Annexure - 2** of this Letter of Offer.  
  
The Health insurance details are mentioned in the **Annexure – 3** of this letter.
3. Reporting Manager : Gururaj L Bankapur
4. Work Location : KarMic – Manipal/Bangalore.
5. Training : The Company may, at its sole discretion, nominate you for training for which you understand and acknowledge that the Company would be incurring certain amount of expenses and re-locate you to any Department / Group / Section Line, as well as any Office / Establishment / Division / Branch of the Company, in India or abroad, as well as its associates / sister concerns within the group, on temporary or permanent basis depending upon the Company's priorities and requirement of work.

Regd. Office: 4/505 (C&C1), 80 Badagabettu, Rajeev Nagar, Alevoor Road, Manipal, Udupi – 576104, Karnataka, India Phone: 08202575753,  
E-mail: [hr@karmic.co.in](mailto:hr@karmic.co.in) Website: <http://karmic.co.in> CIN: U31200KA1999PTC024802





The Company provides training on VLSI concepts, both theoretical and practical. You understand and acknowledge that the Company would be incurring a minimum expense of Indian Rupees Seven Lakh Plus Applicable Taxes (INR 7,00,000+applicable taxes) towards the training and other expenses. This amount will be repaid back to the company by you in the form of providing service to the company for Fifty Four (54) months from the date of joining. The training period will be for a period of Twelve (12) months from the date of your joining.

6. Probationary Period : Post successful completion of your Training, you will be on probation for a period of six (6) months, which may be curtailed or extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmations. Unless confirmed in writing, you will be deemed as probationer. Upon successful completion of probationary period, you will be confirmed for permanent employment in the company.

After confirmation of your employment as mentioned in the above point, this contract of employment can be terminated by either party by giving Three months (90 days) notice. The company reserves the right to pay only the basic salary in lieu of notice period, but we recover full salary in lieu of notice period. Further, in case of resignation by the employee, company may at its discretion relieve him/her from such date as it may deem fit even before the expiry of the notice period without compensation for the remaining period and is not bound to give any reason thereof. If your service is terminated consequent to any disciplinary action or loss of confidence, no notice will be required to terminate your employment.

7. Documents required at the time Joining : **As per Annexure - 4.**
8. Applicability of Company Policy : The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies etc. and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.
9. Confidentiality : You agree that the information and documents (including Letter of Offer and information contained herein) shared with you during our interview process are confidential in nature which you shall not disclose to anyone under any circumstance, unless prior approval in writing is obtained from the Company.
10. Non-Solicitation : You agree not to use this Letter of Offer and its contents for the purposes of soliciting offers from other persons (including present employer) for any purposes whatsoever.
11. Governing Law / Jurisdiction : Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Karnataka Courts only.



12. Indemnify Bond : With a view to indemnify the company, you agree to reimburse and or pay a sum of Indian Rupees Seven Lakh plus applicable Taxes (INR 7,00,000+applicable Taxes) if you fail to continue your services for Fifty Four (54) months from the date of joining.

NOW IT IS AGREED BY AND BETWEEN YOU AND THE COMPANY AS UNDER

You shall not, for a period of Fifty Four (54) months from the date of joining, resign or abandon your services with the Company. In the event of any breach committed by you, if your services cease before Fifty Four (54) months from the date of joining, for any reason whatsoever, you undertake to repay/refund the amount (as referred above) to the Company, and which will be receivable by the Company as it deems fit.

13. Appointment Letter, NDA and other Documents : You will have to enter joining **Non-Disclosure Agreement** subsequent to your joining us in the format of the company. A detailed appointment letter will be issued on the day of joining. You will also be expected to execute any other forms of undertakings or agreements as per the requirements of the management based on the Policy of the Company from time to time.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter in each page and return it to us for office records.

We believe you have a successful career ahead of you and look forward to your joining us.

Please indicate your date of joining. **On the day of joining please produce all your original documents for verification.**

Yours truly,

For **KARMIC DESIGN PRIVATE LIMITED,**

**Gururaj L Bankapur**  
Director

I agree and accept the employment with **KARMIC DESIGN PRIVATE LIMITED** based on the terms and conditions mentioned above. I shall be reporting for duty on \_\_\_\_\_

**Name : Divyashri**

**Signature:**

**Date :**

**Date of Joining:**

Regd. Office: 4/505 (C&C1), 80 Badagabettu, Rajeev Nagar, Alevoor Road, Manipal, Udupi – 576104, Karnataka, India Phone: 08202575753,  
E-mail: [hr@karmic.co.in](mailto:hr@karmic.co.in) Website: <http://karmic.co.in> CIN: U31200KA1999PTC024802





ANNEXURE – 1

Earnings	PM (INR)	PA (INR)
<b>Stipend</b>		
Stipend	₹15,000	₹1,80,000
Total Stipend	₹15,000	₹1,80,000
<b>Add: Statutes</b>		
Food	₹3,282	₹39,384
Health Insurance	₹1,718	₹20,616
<b>Total CTC</b>	<b>₹20,000</b>	<b>₹2,40,000</b>

Name: Gururaj L Bankapur

Designation: Director

Signature:

Date:

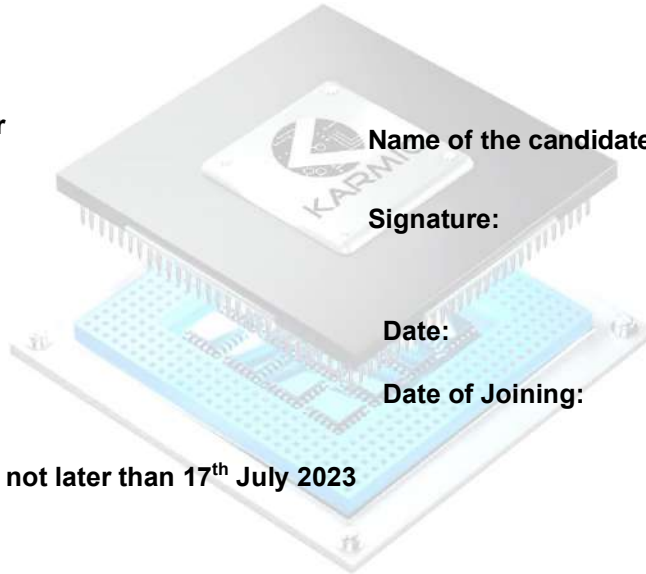
Name of the candidate: Divyashri

Signature:

Date:

Date of Joining:

This is w.e.f. date of joining not later than 17<sup>th</sup> July 2023





ANNEXURE – 2

Earnings	PM (INR)	PA (INR)
<b><u>Salary / Allowances</u></b>		
Basic	₹8,000	₹96,000
Dearness Allowance	₹2,000	₹24,000
House Rent Allowance	₹4,000	₹48,000
Special Allowance	₹2,450	₹29,400
Flexible / Production Incentive	₹201	₹2,412
Medical Allowance	₹1,250	₹15,000
Leave Travel Allowance	₹1,500	₹18,000
Conveyance Allowance	₹1,600	₹19,200
<b>Total Salary</b>	<b>₹21,001</b>	<b>₹2,52,012</b>
<b>Add: Statutes</b>		
PF Employer's contribution	₹1,800	₹21,600
Gratuity	₹481	₹5,772
Health Insurance	₹1,718	₹20,616
<b>Total CTC</b>	<b>₹ 25,000</b>	<b>₹3,00,000</b>

Name: Gururaj L Bankapur

Name of the candidate: Divyashri

Designation: Director

Signature:

Signature:

Date:

Date:

Date of Joining:

This is w.e.f. Twelve months after date of joining not later than 17<sup>th</sup> July 2024



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**ANNEXURE - 3**

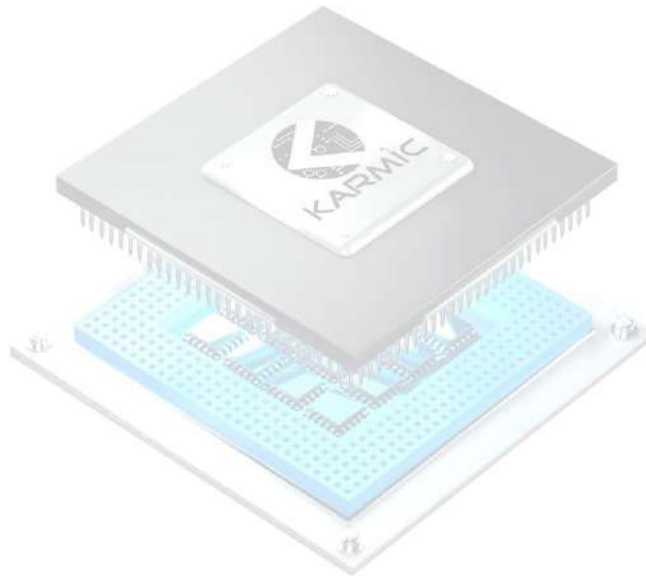
**Insurance**

Regarding the Health Insurance, you and your Family (parents, spouse and upto a maximum of two children) shall be eligible for Mediclaim policy coverage for INR 5 lakh per annum for the whole Family. The tentative premium would be INR 20,616/- per annum which is subject to revision every year in the month of April.

Yours truly,

For **KARMIC DESIGN PRIVATE LIMITED,**

**Gururaj L Bankapur**  
Director







---

## ANNEXURE - 4

On the day of joining, you are required to submit the following:

As a part of joining formalities, we request you to furnish the below mentioned documents/ details for file uploading.

- Copy of PAN, Aadhar and Passport if any.
- Blood group details & Permanent Address
- Resume
- Copy of all your educational certificates along with the marks for all relevant years and courses.
- Four passport size photographs (Blue background)
- Along with the acceptance of the offer, you will have to furnish 2 references of previous colleagues along with their designations, contact numbers and e-mail ids for the purpose of a reference check as a part of the recruitment process. In case you do not have previous working experience then you need to furnish the details of 2 references who are not related to you. Please do inform them that we would be contacting them.

**Please bring all your original documents for verification.**

For **KARMIC DESIGN PRIVATE LIMITED,**

**Gururaj L Bankapur**  
Director

**Internship Offer Letter**

**Mirafra/I/OL/2023/036**  
**February 2023**

To

Hemanth V Prabhu

Udupi

Dear Hemanth,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with Mirafra Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000** (Fifteen Thousand Only) during the Internship/training. After completion of training. You may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexure I**.

**Training and Engagement**

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with Mirafra post completion of training will be subject to your over-all training performance and business need. Mirafra will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

Hemanth

**Termination**

In case, you choose to discontinue the Internship and engagement with Mirafra, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

**Confidentiality**

In consideration of your internship/training with Mirafra and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm Mirafra and/or its current and/or future business and to have covenant on non-competence with Mirafra.

Yours faithfully,  
For Mirafra Software Technologies Pvt. Ltd.,



Abhishek Shukla  
Director - TA

*Hemanth V. Prabhu*  
Received and Accepted

Name: Hemanth V. Prabhu

College Name: SMVITM

Date: 20/02/2023

Place: Udupi

**Annexure I**

**Employment Opportunity**

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with Miraфра for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

Received,, understood and accepted



Name: Hemanth . V. Prabhu

College Name: SMVITM

Date: 20/02/2023

Place: Udupi



12<sup>th</sup> January, 2023

Hrishika  
Shri Madhwa Vadiraja Institute of Technology & Management (SMVITM)  
Udupi.

**Dear Hrishika,**

**Congratulations!**

We are pleased to offer you a position “**Engineer - Trainee**”, at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 25,000/- per month plus TDS as applicable. At the end of the three/six months, you will be confirmed, based on your performance.

Detailed Summary of benefits including retrial benefits will be included in the revised offer letter, that will be given to you after completion of your training period. Subject to review with respect to your performance, the total compensation upon your confirmation, on Cost-To-Company will be Rs. 4,00,000/-. On performance grade and post completion of one year, your CTC will be revised to Rs. 5,00,000/-. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependents as per the company rules.

After completion of 2 year as an employee, you will be eligible for stock options from the company based on your performance.

*As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years from the date of confirmation. In the event of parting of the employee during probation period or before the said period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience Letter & there will be no Full & Final settlement.*

Please note this offer of employment and any consequent employment relationship is also contingent upon Company’s satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Lekha Wireless Solutions Pvt. Ltd.  
Roshini Chambers, No. 947,  
24th Main, 2nd Phase J.P. Nagar,  
Bangalore-560078.  
Email : business@lekhawireless.com  
Ph : 080-2659 0100 Fax : 080-2659 3100  
Website : www.lekhawireless.com  
GSTIN : 29AABCL8954A1ZF  
CIN No. : U72200KA2010PTC055891



To accept the terms of this offer, please sign this offer letter and each of its annexures and return them to HR at Lekha Wireless Solutions Pvt. Ltd., Roshini Chambers, No. 947, 24<sup>th</sup> Main, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078.

If you do not do so to signify the acceptance of the offer, the offer will elapse within three weeks. Also, for the avoidance of doubt, if any of the contingencies described in this letter do not occur, you will not become an employee of the Company. Please also note that the terms of this offer letter (including its annexures) are confidential.

Your start date will be on or before **17<sup>th</sup> February, 2023**

On the date of joining, please carry with you copies of your Marks-sheets, Graduation Certificate, Aadhar, PAN & Address Proof. Also carry the corresponding original certificates which will be returned to you immediately after verification of the copies by the HR. If there is a history of past employment, you are required to produce the corresponding relieving letter/ experience certificate also.

The terms and conditions of this letter and its annexures will be governed and interpreted in accordance with Indian Law. Please also note that all monetary amounts referred in this document are Indian Rupee ('INR') amounts, unless specifically indicated otherwise.

**Note:** *You will be considered as a Trainee–Consultant during the probation period i.e. 3 months' to 6 months' from the date of joining.*

Welcome to the Lekha Wireless Solutions family! We wish you a long and fruitful career with the Company.

Yours faithfully,

For LEKHA WIRELESS SOLUTIONS PVT. LTD.

Ramu T S  
Founder-Director



## Annexure – I

### Terms and Conditions

- 1. Place of Posting and Assignment:** Your place of work will be Lekha Wireless Solutions Pvt. Ltd., “Roshini Chambers”, No. 947, 24<sup>th</sup> Main Road, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078. However, you may be required to report to other office or client’s place as required by the Company. Your place of posting, responsibilities and duties may change depending the Company’s business requirements and at the Company’s discretion.
- 2. Past Record:** If you make a false declaration or provide any false information to the Company about your educational qualifications and/or if you willfully suppressed any information material to the decision to offer you employment or in connection of with your employment, your employment may be immediately terminated without notice or payment in lieu.
- 3. Hours of Work:** You are expected to work the Company/Client’s normal business hours. Your regular weekly schedule will be from Monday to Friday. Expected hours of work are from 9am to 6pm. However you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities.
- 4. Termination:** The Company or you may terminate your employment by giving 2 months written notice or compensation thereof, as per the discretion of the company. However, in the event of serious misconduct, or a breach of the terms and conditions of your employment, or any other conduct which causes the Company damage or brings you or the Company into disrepute, the Company may terminate your employment immediately without any notice.
- 5. Workplace Ethics:** You will comply with Company’s policies and procedures in place from time to time including those set out in the Company Employee Resource Guide. These include guidelines on dual employment, insider trading, and workplace harassment policy amongst others. You will also maintain a professional work culture in the organization in terms of attire and use and maintenance of Company property.
- 6. Confidentiality:** You must not disclose any confidential information of the Company or any of its affiliated companies, nor any of their trade secrets or know-how, to any entity. You must execute, observe and abide by all the terms of the Proprietary information. A breach of any of the terms will lead to immediate termination of your employment without payment in lieu of notice.

I \_\_\_\_\_ acknowledge and agree to the above.

Signed: \_\_\_\_\_

**Internship Offer Letter**

**MiraFra/I/OL/2023/037**  
**February 2023**

To

K Rakesh

Udupi

Dear Rakesh,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with MiraFra Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000** (Fifteen Thousand Only) during the Internship/training. After completion of training. You may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexure I**.

**Training and Engagement**

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with MiraFra post completion of training will be subject to your over-all training performance and business need. MiraFra will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

Rakesh



**Termination**

In case, you choose to discontinue the Internship and engagement with Mirafra, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

**Confidentiality**

In consideration of your internship/training with Mirafra and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm Mirafra and/or its current and/or future business and to have covenant on non-competence with Mirafra.

*A*

Yours faithfully,  
For Mirafra Software Technologies Pvt. Ltd.,



Abhishek Shukla  
Director - TA

*Abhishek Shukla*

*Rakesh*  
Received and Accepted

Name: *K. Rakesh*

College Name: *SMVITM*

Date: *20/02/2023*

Place: *udupi*

**Annexure I**

**Employment Opportunity**

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with MiraFra for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

**Received, understood and accepted**

Rakesh

Name: K. Rakesh

College Name: SMVITM

Date: 20/02/2023

Place: Udupi

**Internship Offer Letter**

**MiraFra/I/OL/2023/038**  
**February 2023**

To

Kaathik . N

Udupi

Dear Kaathik,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with MiraFra Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000** (Fifteen Thousand Only) during the Internship/training. After completion of training. You may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexure I**.

**Training and Engagement**

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with MiraFra post completion of training will be subject to your over-all training performance and business need. MiraFra will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.



### Termination

In case, you choose to discontinue the Internship and engagement with Mira, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

### Confidentiality

In consideration of your internship/training with Mira and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm Mira and/or its current and/or future business and to have covenant on non-competence with Mira.

Yours faithfully,  
For Mira Software Technologies Pvt. Ltd.,



Abhishek Shukla  
Director - TA

Received and Accepted

Name: Karthik.N

College Name: SMVITM

Date: 20-02-2023

Place: Udupi

**Annexure I**

**Employment Opportunity**

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with Mira for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

**Received, understood and accepted**

Name: Karthik.N

College Name: SMVITM

Date: 20-02-2023

Place: udupi



**PRIVATE & CONFIDENTIAL**  
Date: May 26, 2023

To,  
**Mr. Kirana D N**  
S/o Ningraj dadadahalli Aladahalli  
Hassan Karnataka - 573102

Dear Mr.Kirana,

**Subject: Letter of Offer for the Position of Trainee Engineer**

We are pleased to offer you an opportunity to be associated with our company as "Trainee Engineer" for a period of 6 months.

The other terms and conditions of this association are as below:

1. You will be paid a monthly stipend of Rs. 20,000/- (Rupees Twenty Thousand only).
2. This offer is contingent upon your joining the services of the Company on or before 05<sup>th</sup> June 2023.
3. Your services can be terminated by giving one month notice or by paying one month stipend by either side.
4. You will be posted at different site locations from time to time based on the requirement.
5. At the time of reporting, you are required to produce the Identification Proofs, Educational Documents and Previous Employment documents and complete the required joining formalities.
6. Before your appointment and during the term of your association with the company, you voluntarily agree for the company to conduct a background check on you.
7. On successful completion of the training period of six months, Company on its own discretion will decide whether to renew the period of training or not or appoint you as regular employee of the company based on your performance.
8. If the above terms and conditions are acceptable to you, please sign the duplicate copy of this letter and return to us.

Yours sincerely,

**For Atria Brindavan Power Pvt Ltd.,**

Authorized signatory

**Endorsement:**

I have gone through the letter of offer and have read and understood the terms mentioned herein. I agree to abide by the same and I further agree to join your organization on \_\_\_\_\_.

**Signature of Candidate**

**ATRIA BRINDAVAN POWER PRIVATE LIMITED**  
**(Formerly Known as Atria Brindavan Power Limited)**

Regd. & Corporate Office Atria Power: 1st Floor, No.11, Commissariat Road, Bengaluru - 560025

Ph.: +91-80-49411411 | Fax: +91-80-49411499

CIN : U40101KA2000PTC028288 | www.atriapower.com | info@atriapower.com



Date: **07-Nov-2022**

Ref. No.: **RT1/EEI/2223/2116**

**Mr. Lohith V P**  
**S/O Prakash T R**  
**#4-190 Sri Vigneshwara Nilaya**  
**Bhandarada Mane**  
**Varampalli, Udupi**  
**576213**

**Dear Lohith,**

Thank you for exploring career opportunities with us and it is our pleasure to welcome you to **Robosoft Technologies India Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. We believe your skills and experience is an excellent match for our company. You have been selected for the position of **Trainee Software Engineer (Band T1)**. Your employment will be effective from your date of joining, which shall be on or before **01-Aug-2023**.

Under the terms of this offer:

Your employment with **Robosoft Technologies India Pvt Ltd** is deemed to be confirmed after **6 (six)** months of your joining unless you are communicated otherwise within the said period. This confirmation is subject to satisfactory performance of the services expected of you.

Your "Annual cost-to-company" will be **INR 4,50,000 (Rupees Four Lakhs Fifty Thousand Only)** Please refer Annexure-I for details on the compensation and statutory deductions.

Your work location of position will be **Udupi**, but you may be required to work in any other place as per the requirement of the Company and The Company also reserves the right to change the position for which you are being hired and/or your duties. As per company requirements you may have to work remotely from time to time as per business needs or government mandate.

You will be issued a letter of appointment with all (i) terms & conditions of the employment at the time of your joining or earlier once you have accepted the Offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time. You are required to complete the pre joining formalities as per the Company Policy before the Date of Joining.

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

**Robosoft Technologies Private Limited**

217, NH 66, Santhekatte, New Udupi - 576 105, India ● Tel: 91 820 2593930 ● info@robosoftin.com ● www.robosoftin.com  
Corporate ID No.: U72900KA2000PTC027951

This offer of employment is subject to the following conditions:

- a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;
- b. The Company will be entitled to conduct background checks carried out either on own or through an external agency and you hereby expressly grant the Company the permission to do so and waive and all rights under applicable law in this regard; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

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

It gives us a great pleasure to invite you to join the Robosoft family. We will be delighted to have you as part of our growing family and be a key contributor to the success of Robosoft Technologies. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **10- Nov-2022 after which time this offer will be considered to have been withdrawn by the Company without further notice to you.**

You are expected to produce, before joining, a set of documents as mentioned in Annexure-II. Any pending documents are required to be submitted on the date of joining.

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

In case of further clarifications, please get in touch with our Human Possibilities Team (E-Mail: [hrd@robosoftin.com](mailto:hrd@robosoftin.com) , Contact No: - 0820 – 2593930, +91-9980535064).

Best Regards,



**Anitha D Aiyappa**  
**Vice President – Human Possibilities**

---

I accept the Offer as outlined above



[Signature]

Lohith V P

[Name]

10-11-2022

[Date]



### ANNEXURE – I

Your Compensation Package, on CTC (Cost to Company) basis, shall be INR 4,50,000 per annum, as detailed below:

Sl No.	Component	Amount in Rupees per month	Amount in Rupees per annum	Description
1	Basic Salary	15,000	1,80,000	Paid monthly
2	House Rent Allowance	6,000	72,000	Paid monthly
3	Conveyance Allowance	1,600	19,200	Paid monthly
4	Medical Re-imburement	1,250	15,000	Paid monthly
5	Food & Refreshments	1,000	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	1,250	15,000	Paid monthly
7	Other Allowance	4,529	54,346	Paid monthly
	<b>Annual Gross Salary</b> (Total of components 1 to 7)	30,629	3,67,546	
8	Provident Fund (Employer's Contribution)	1,800	21,600	Employer's contribution paid monthly
9	Medical Insurance Premium	600	7,200	Paid directly by the Company
10	Gratuity	721	8,654	Paid directly by the Company
	<b>Total Fixed</b>	33,750	405,000	
11	Variable Pay I	3,750	45,000	Paid at the end of the year based on <b>Individual</b> performance
	<b>Total CTC</b>	37,500	4,50,000	

- (a) Group Medical insurance coverage: You would be eligible to be covered under the Group Medical insurance coverage of the company with a cover of 5 LAKHS applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you, that is additional Medical Insurance Premium charges of INR 9,000 per annum (approximately). If enrolment of parents is not opted for, the applicable cover (for self only or self + spouse + up to 2 children) will be 4 LAKHS.
- (b) Personal Accident Insurance coverage: Company provides Personal Accident Insurance for employee, the coverage of this insurance is INR 2 Lakhs, the applicable premium is part of CTC.
- (c) Variable Pay: - Variable Pay (VP) amount mentioned shall be payable as per Variable Pay Policy applicable for the Financial Year.
- (d) Food Coupon: - Food Coupon provided by the Company based on voluntary declaration and is tax exempted. One can opt for INR 1000/- per month or INR 2000/- per month as part of initial declarations upon joining the Company.
- (e) Gratuity:- Payment of Gratuity will be governed by "Payment of Gratuity Act 1972" and subjected to applicable taxes as per Indian Income Tax Act.

- (f) Employee Provident Fund: - 12% of Basic Salary or INR 1800 Per Month. EPF applicable both from Employer and Employee's side contribution shall be deducted from monthly Gross salary.
- (g) Employee State Insurance Act:- Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Employee State Insurance Act , 1948 (ESIC) and will entitled to avail benefits under the same.
- (h) This is a full-time employment requiring minimum of 45 hours per week. Your regular weekly schedule will be Monday to Friday 09:00am-06:00pm.
- (i) You will be eligible for 12 days of earned leaves and 12 days of Sick/casual leaves per annum.
- (j) You will be on Probation for the first six months of your service. We will follow a formal confirmation process at the end of six months subject to satisfactory performance of the services expected of you.
- (k) Notice of termination – Voluntary or Involuntary: We wish for a long & fulfilling career at Robosoft. However, if the situation so arises wherein either you or the employer wishes to terminate employment, a three months' notice is mandatory in case of confirmed employees. If during probation, a notice of one month is compulsory.

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

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

Yours sincerely,



**Anitha D Aiyappa**  
**Vice President – Human Possibilities**

---

I accept the Offer as outlined above



Lohith V P

10-11-2022

[Signature]

[Name]

[Date]

## **ANNEXURE – II**

List of documents to be brought on the date of joining

1) Identity & Address Proof:

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

**Two sets of photo-copies of the above documents required**

2) Academic Records:

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

3) Records of previous Work experience

- a. Work Experience certificate from all past employers
- b. Relieving letter from the immediate past employer
- c. Appointment Letter from the immediate past employer
- d. Pay-slips for the past 3 months

**One set of photo-copies of all the above documents in SI 2 and SI 3.**

4) 10 Passport size + 1 Stamp Size Photos

5) For reference and antecedents' verification:

Contact details of 2 senior team members (lead/managerial level or above)/ HR officials from your immediate 2 past companies (In case you have worked only in 1 company, please provide 2 contacts from the same company)

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



**Internship Offer Letter**

**Mirafr/I/OL/2023/039**  
**February 2023**

To

Meghana R. Bhat

Udupi

Dear Meghana,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with Mirafr Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000** (Fifteen Thousand Only) during the Internship/training. After completion of training. You may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexure I**.

**Training and Engagement**

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with Mirafr post completion of training will be subject to your over-all training performance and business need. Mirafr will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

Meghana

### Termination

In case, you choose to discontinue the Internship and engagement with Mirafr, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

### Confidentiality

In consideration of your internship/training with Mirafr and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm Mirafr and/or its current and/or future business and to have covenant on non-competence with Mirafr.

Yours faithfully,

For Mirafr Software Technologies Pvt. Ltd.,



**Abhishek Shukla**  
Director - TA

Received and Accepted

-----  
Name: Meghana R Bhat

College Name: SMVITM

Date: 20/02/2023

Place: Udupi

**Annexure I**

**Employment Opportunity**

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with Mirafr for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

**Received, understood and accepted**

*Meghana*

**Name:** Meghana R Bhat

**College Name:** SMVITM

**Date:** 20/02/2023

**Place:** Udupi



12<sup>th</sup> January, 2023

Neema B Shetty  
Shri Madhwa Vadiraja Institute of Technology & Management (SMVITM)  
Udupi.

**Dear Neema B Shetty,**

**Congratulations!**

We are pleased to offer you a position “**Engineer - Trainee**”, at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 25,000/- per month plus TDS as applicable. At the end of the three/six months, you will be confirmed, based on your performance.

Detailed Summary of benefits including retrial benefits will be included in the revised offer letter, that will be given to you after completion of your training period. Subject to review with respect to your performance, the total compensation upon your confirmation, on Cost-To-Company will be Rs. 4,00,000/-. On performance grade and post completion of one year, your CTC will be revised to Rs. 5,00,000/-. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependents as per the company rules.

After completion of 2 year as an employee, you will be eligible for stock options from the company based on your performance.

*As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years from the date of confirmation. In the event of parting of the employee during probation period or before the said period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience Letter & there will be no Full & Final settlement.*

Please note this offer of employment and any consequent employment relationship is also contingent upon Company’s satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Lekha Wireless Solutions Pvt. Ltd.  
Roshini Chambers, No. 947,  
24th Main, 2nd Phase J.P. Nagar,  
Bangalore-560078.  
Email : [business@lekhawireless.com](mailto:business@lekhawireless.com)  
Ph : 080-2659 0100 Fax : 080-2659 3100  
Website : [www.lekhawireless.com](http://www.lekhawireless.com)  
GSTIN : 29AABCL8954A1ZF  
CIN No. : U72200KA2010PTC055891





To accept the terms of this offer, please sign this offer letter and each of its annexures and return them to HR at Lekha Wireless Solutions Pvt. Ltd., Roshini Chambers, No. 947, 24<sup>th</sup> Main, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078.

If you do not do so to signify the acceptance of the offer, the offer will elapse within three weeks. Also, for the avoidance of doubt, if any of the contingencies described in this letter do not occur, you will not become an employee of the Company. Please also note that the terms of this offer letter (including its annexures) are confidential.

Your start date will be on or before **17<sup>th</sup> February, 2023**

On the date of joining, please carry with you copies of your Marks-sheets, Graduation Certificate, Aadhar, PAN & Address Proof. Also carry the corresponding original certificates which will be returned to you immediately after verification of the copies by the HR. If there is a history of past employment, you are required to produce the corresponding relieving letter/ experience certificate also.

The terms and conditions of this letter and its annexures will be governed and interpreted in accordance with Indian Law. Please also note that all monetary amounts referred in this document are Indian Rupee ('INR') amounts, unless specifically indicated otherwise.

**Note:** *You will be considered as a Trainee–Consultant during the probation period i.e. 3 months' to 6 months' from the date of joining.*

Welcome to the Lekha Wireless Solutions family! We wish you a long and fruitful career with the Company.

Yours faithfully,

For LEKHA WIRELESS SOLUTIONS PVT. LTD.

Ramu T S  
Founder-Director



## Annexure – I

### Terms and Conditions

- 1. Place of Posting and Assignment:** Your place of work will be Lekha Wireless Solutions Pvt. Ltd., “Roshini Chambers”, No. 947, 24<sup>th</sup> Main Road, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078. However, you may be required to report to other office or client’s place as required by the Company. Your place of posting, responsibilities and duties may change depending the Company’s business requirements and at the Company’s discretion.
- 2. Past Record:** If you make a false declaration or provide any false information to the Company about your educational qualifications and/or if you willfully suppressed any information material to the decision to offer you employment or in connection of with your employment, your employment may be immediately terminated without notice or payment in lieu.
- 3. Hours of Work:** You are expected to work the Company/Client’s normal business hours. Your regular weekly schedule will be from Monday to Friday. Expected hours of work are from 9am to 6pm. However you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities.
- 4. Termination:** The Company or you may terminate your employment by giving 2 months written notice or compensation thereof, as per the discretion of the company. However, in the event of serious misconduct, or a breach of the terms and conditions of your employment, or any other conduct which causes the Company damage or brings you or the Company into disrepute, the Company may terminate your employment immediately without any notice.
- 5. Workplace Ethics:** You will comply with Company’s policies and procedures in place from time to time including those set out in the Company Employee Resource Guide. These include guidelines on dual employment, insider trading, and workplace harassment policy amongst others. You will also maintain a professional work culture in the organization in terms of attire and use and maintenance of Company property.
- 6. Confidentiality:** You must not disclose any confidential information of the Company or any of its affiliated companies, nor any of their trade secrets or know-how, to any entity. You must execute, observe and abide by all the terms of the Proprietary information. A breach of any of the terms will lead to immediate termination of your employment without payment in lieu of notice.

I \_\_\_\_\_ acknowledge and agree to the above.

Signed: \_\_\_\_\_

**Internship Offer Letter**

**Mirafr/I/OL/2023/040**  
**February 2023**

To

Nikitha

Udupi

Dear Nikitha,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with Mirafr Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

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Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with Mirafr post completion of training will be subject to your over-all training performance and business need. Mirafr will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

Nikitha

**Termination**

In case, you choose to discontinue the Internship and engagement with Mira, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

**Confidentiality**

In consideration of your internship/training with Mira and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm Mira and/or its current and/or future business and to have covenant on non-competence with Mira.

Yours faithfully,  
For Mira Software Technologies Pvt. Ltd.,



Abhishek Shukla  
Director - TA

Received and Accepted

Nikitha

-----  
Name: Nikitha

College Name: SMVITM

Date: 20/02/2023

Place: Udupi

**Annexure I**

**Employment Opportunity**

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
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4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with Mira for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

Received, understood and accepted

Nikitha

Name: Nikitha

College Name: SMVITM

Date: 20/02/2023

Place: Udipi



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

## Congratulations! Students selected for TCS-Ninja

1 message

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

Thu, Dec 21

To: shanthika.19ec050@sode-edu.in, Vishwas Prabhu <vishwas.19cs118@sode-edu.in>, shwetha.19ec068@sode-edu.in, nishanth.19ec033@sode-edu.in, lohith.19ec026@sode-edu.in  
 Cc: Sode Trust <trust@sode-edu.in>, "Rathnakumar S." <prithvi59@gmail.com>, H V Gowthama <hvgowthama@gowthama.com>, office@gowthama.com, "bsrevankar@yahoo.in" <bsrevankar@yahoo.in>, Shrinivasa <udipi.shrinivasa@gmail.com>, udipi@peacheng.com, "sggopalakrishna@yahoo.com" <sggopalakrishna@yahoo.com>, rajesheshwarsinghby@gmail.com, Sunder Madakshira <sunder\_mp2000@yahoo.com>, "Ramadas P." <ramadasp@amslindia.co.in>, RIT - P R Mukund <prmeee@rit.edu>, P R Mukund <prmkund@gmail.com>, Radhakrishna Aithal <drsaithal@jagdishacharya56@gmail.com>, Shama Sundar <shama@paajakacs.com>, "Dr. M. S. Moodithaya Niite University" <provc@nitte.edu.in>, Harish Belman <harish.belmar.principalbit4@gmail.com>, principal@bit-bangalore.edu.in, aswathmu@gmail.com, raghavendra tantry <raghubrsa@gmail.com>, "Prof. Dr. Thirumaleshwara Bhat" <principal@sode-edu.in>, "Dr <viceprincipal@sode-edu.in>, RESEARCH SMVITM <research@sode-edu.in>, HOD ECE <ec@sode-edu.in>, "Dr. Reena Kumari" <chemistry@sode-edu.in>, "Dr. Ravindra H. J." <physics@sode-edu.in>, "Gajanan Anne" <mec@sode-edu.in>, "Dr. Nagaraj Bhat" <cs@sode-edu.in>, "Dr. Sudarshan Rao K" <qa@sode-edu.in>, Dr Sandeep Nayak <civil@sode-edu.in>, "Mr. Sudhakar Salian" <so@sode-edu.in>, Deepak S <library@sode-edu.in>, Shrikantha Mithanthaya <mithanthaya.office@sode-edu.in>, Office of the Principal <op@sode-edu.in>, SMVITM Udipi <office@sode-edu.in>, Sode Administ <admin@sode-edu.in>, Muralidhara Sharma <sports@sode-edu.in>, Mr Vinayaka <me@sode-edu.in>, Akshara Magazine <akshara@sode-edu.in>, Webmaster - SMVITM <webmaster@sode-edu.in>, Institutional Information Co-ordinator <iic@sode-edu.in>, Dhanya Shenoy <dhanya.cs@sode-edu.in>, "chaitra.cs@sode-edu.in" <chaitra.cs@sode-edu.in>, Yogeshwary B H <yogeshwary.ec@lahari.vaidya.com>, "Ms. Deepika B V Civil" <deepika.civil@sode-edu.in>, Lingaraj K Ritti Mech <lingaraj.mech@sode-edu.in>, Prashanth CSE <prashanth.office@sode-edu.in>, Kiran Kiran <kiran.office@sode-edu.in>, "Ms. Shalini Office" <shalini.office@sode-edu.in>, Neethika Kiran <neethika.office@sode-edu.in>, Sode-Edu Admission <Admission@sode-edu.in>, Social <socialsmvitm@sode-edu.in>, Aditya Kudva <alumni@sode-edu.in>, News Letter <newsletter@sode-edu.in>

Dear Students,

### Congratulations! It's Victory again @ TCS Ninja for you and SMVITM.

We are proud of your achievement. You are part of the prestigious TATA family hereafter.

We wish you all the very best on your successful journey ahead.

Ref ID	Name	College Name	Department
DT20223001495	Shanthika Shet	Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal, Udupi	Electronics And Communications Engineering (Ece)
DT20222972076	Vishwas Prabhu	Shri Madhwa Vadiraja Institute of Technology and Management, Bantakal, Udupi	Computer Science And Engineering
DT20222898021	Lohith V P	Shri Madhwa Vadiraja Institute Of Technology And Management, Udupi	Electronics & Communication
DT20223066941	Nishanth G	Shri Madhwa Vadiraja Institute Of Technology And Management, Udupi	Electronics & Communication
DT20222827132	Shwetha Prabhu	Shri Madhwa Vadiraja Institute Of Technology And Management, Udupi	Electronics And Communications Engineering (Ece)

Good Wishes,



SMVITM

Dr. C K Manjunath

Head - Training &amp; Placement

Mob: 9742503226

Shri Madhwa Vadiraja Institute of Technology  
and Management, Bantakal, Udupi - 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)

Date: 27/12/2022

To  
Prajwal .,  
prajwal.19ec034@sode-edu.in,  
8971913277.

Dear Prajwal .,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

**After successful completion** of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1<sup>st</sup> week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready 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 [info@tekworks.in](mailto:info@tekworks.in). **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



**Sridhar Tirumala**  
Managing Director



## Letter of Intent

December 05, 2022  
Prajwal Upadhya  
Shri Madhwa Vadiraja Institute of Technology and Management, Udupi

Dear Prajwal Upadhya,

We are pleased to inform you that you have been provisionally short-listed for employment as "**Software Engineer Trainee**".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

A handwritten signature in black ink that reads 'Monica Mathur'.

Monica Mathur  
Vice President, Recruitment-India & APAC



### HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500  
(CIN) : L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)



Date: 07-Nov-2022



Ref. No.: RT1/EEI/2223/2117

**Mr. Prasanna Nayak**  
**C/O Harish Nayak**  
**3-88 Arbi Road, Arbi kelamane ,**  
**80 Badagabettu , Udupi**  
**576107**

**Dear Prasanna,**

Thank you for exploring career opportunities with us and it is our pleasure to welcome you to **Robosoft Technologies India Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. We believe your skills and experience is an excellent match for our company. You have been selected for the position of **Trainee Software Engineer (Band T1)**. Your employment will be effective from your date of joining, which shall be on or before **01-Aug-2023**.

Under the terms of this offer:

Your employment with **Robosoft Technologies India Pvt Ltd** is deemed to be confirmed after **6 (six)** months of your joining unless you are communicated otherwise within the said period. This confirmation is subject to satisfactory performance of the services expected of you.

Your "Annual cost-to-company" will be INR **4,50,000 (Rupees Four Lakhs Fifty Thousand Only)** Please refer Annexure-I for details on the compensation and statutory deductions.

Your work location of position will be **Udupi**, but you may be required to work in any other place as per the requirement of the Company and The Company also reserves the right to change the position for which you are being hired and/or your duties. As per company requirements you may have to work remotely from time to time as per business needs or government mandate.

You will be issued a letter of appointment with all (i) terms & conditions of the employment at the time of your joining or earlier once you have accepted the Offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time. You are required to complete the pre joining formalities as per the Company Policy before the Date of Joining.

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

**Robosoft Technologies Private Limited**

217, NH 66, Santhekatte, New Udupi - 576 105, India • Tel: 91 820 2593930 • info@robosoftin.com • www.robosoftin.com  
Corporate ID No.: U72900KA2000PTC027961

This offer of employment is subject to the following conditions:

- a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;
- b. The Company will be entitled to conduct background checks carried out either on own or through an external agency and you hereby expressly grant the Company the permission to do so and waive and all rights under applicable law in this regard; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

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

It gives us a great pleasure to invite you to join the Robosoft family. We will be delighted to have you as part of our growing family and be a key contributor to the success of Robosoft Technologies. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **10- Nov-2022 after which time this offer will be considered to have been withdrawn by the Company without further notice to you.**

You are expected to produce, before joining, a set of documents as mentioned in Annexure-II. Any pending documents are required to be submitted on the date of joining.

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

In case of further clarifications, please get in touch with our Human Possibilities Team (E-Mail: [hrd@robosoftin.com](mailto:hrd@robosoftin.com) , Contact No: - 0820 – 2593930, +91-9980535064).

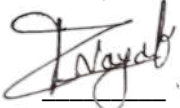
Best Regards,



**Anitha D Aiyappa**  
**Vice President – Human Possibilities**

---

I accept the Offer as outlined above



[Signature]

**Prasanna Nayak**

[Name]

**10-11-2022**

[Date]

### ANNEXURE – I

Your Compensation Package, on CTC (Cost to Company) basis, shall be INR 4,50,000 per annum, as detailed below:

Sl No.	Component	Amount in Rupees per month	Amount in Rupees per annum	Description
1	Basic Salary	15,000	1,80,000	Paid monthly
2	House Rent Allowance	6,000	72,000	Paid monthly
3	Conveyance Allowance	1,600	19,200	Paid monthly
4	Medical Re-imbusement	1,250	15,000	Paid monthly
5	Food & Refreshments	1,000	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	1,250	15,000	Paid monthly
7	Other Allowance	4,529	54,346	Paid monthly
	<b>Annual Gross Salary</b> (Total of components 1 to 7)	30,629	3,67,546	
8	Provident Fund (Employer's Contribution)	1,800	21,600	Employer's contribution paid monthly
9	Medical Insurance Premium	600	7,200	Paid directly by the Company
10	Gratuity	721	8,654	Paid directly by the Company
	<b>Total Fixed</b>	33,750	405,000	
11	Variable Pay I	3,750	45,000	Paid at the end of the year based on <b>Individual</b> performance
	<b>Total CTC</b>	37,500	4,50,000	

- (a) Group Medical insurance coverage: You would be eligible to be covered under the Group Medical insurance coverage of the company with a cover of 5 LAKHS applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you, that is additional Medical Insurance Premium charges of INR 9,000 per annum (approximately). If enrolment of parents is not opted for, the applicable cover (for self only or self + spouse + up to 2 children) will be 4 LAKHS.
- (b) Personal Accident Insurance coverage: Company provides Personal Accident Insurance for employee, the coverage of this insurance is INR 2 Lakhs, the applicable premium is part of CTC.
- (c) Variable Pay: - Variable Pay (VP) amount mentioned shall be payable as per Variable Pay Policy applicable for the Financial Year.
- (d) Food Coupon: - Food Coupon provided by the Company based on voluntary declaration and is tax exempted. One can opt for INR 1000/- per month or INR 2000/- per month as part of initial declarations upon joining the Company.
- (e) Gratuity:- Payment of Gratuity will be governed by "Payment of Gratuity Act 1972" and subjected to applicable taxes as per Indian Income Tax Act.
- (f) Employee Provident Fund: - 12% of Basic Salary or INR 1800 Per Month. EPF applicable both from Employer and Employee's side contribution shall be deducted from monthly Gross salary.

- (g) Employee State Insurance Act:- Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Employee State Insurance Act , 1948 (ESIC) and will entitled to avail benefits under the same.
- (h) This is a full-time employment requiring minimum of 45 hours per week. Your regular weekly schedule will be Monday to Friday 09:00am-06:00pm.
- (i) You will be eligible for 12 days of earned leaves and 12 days of Sick/casual leaves per annum.
- (j) You will be on Probation for the first six months of your service. We will follow a formal confirmation process at the end of six months subject to satisfactory performance of the services expected of you.
- (k) Notice of termination – Voluntary or Involuntary: We wish for a long & fulfilling career at Robosoft. However, if the situation so arises wherein either you or the employer wishes to terminate employment, a three months' notice is mandatory in case of confirmed employees. If during probation, a notice of one month is compulsory.

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

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

Yours sincerely,



**Anitha D Aiyappa**  
**Vice President – Human Possibilities**

---

I accept the Offer as outlined above



[Signature]

**Prasanna Nayak**  
[Name]

**10-11-2022**  
[Date]

## **ANNEXURE – II**

List of documents to be brought on the date of joining

- 1) Identity & Address Proof:
  - a. PAN Card
  - b. Aadhaar Card
  - c. Passport
  - d. Voter ID card or Driving License or Ration Card

**Two sets of photo-copies of the above documents required**
- 2) Academic Records:
  - a. Bachelor's Degree Certificate + Final Mark List
  - b. 12<sup>th</sup> Standard/PUC Mark List
  - c. 10<sup>th</sup> Standard Mark List
  - d. PG Degree/Diploma / Any other relevant Degree Certificate + Final Mark List (if applicable)
- 3) Records of previous Work experience
  - a. Work Experience certificate from all past employers
  - b. Relieving letter from the immediate past employer
  - c. Appointment Letter from the immediate past employer
  - d. Pay-slips for the past 3 months

**One set of photo-copies of all the above documents in SI 2 and SI 3.**
- 4) 10 Passport size + 1 Stamp Size Photos
- 5) For reference and antecedents' verification:

Contact details of 2 senior team members (lead/managerial level or above)/ HR officials from your immediate 2 past companies (In case you have worked only in 1 company, please provide 2 contacts from the same company)

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

**Internship Offer Letter**

**Mirafra/I/OL/2023/041**  
**February 2023**

To

Prasthuthi Amin

Udupi

Dear Prasthuthi,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with Mirafra Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000** (Fifteen Thousand Only) during the Internship/training. After completion of training. You may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexture I**.

**Training and Engagement**

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with Mirafra post completion of training will be subject to your over-all training performance and business need. Mirafra will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

Prasthuthi.

### Termination

In case, you choose to discontinue the Internship and engagement with Mira, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

### Confidentiality

In consideration of your internship/training with Mira and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm Mira and/or its current and/or future business and to have covenant on non-competence with Mira.

Yours faithfully,  
For Mira Software Technologies Pvt. Ltd.,



Abhishek Shukla  
Director - TA

Received and Accepted  
Prasthuthi.

Name: Prasthuthi Amin

College Name: SMVJTM

Date: 20/02/2023

Place: Udupi

Annexure I

Employment Opportunity

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with Mira for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

Received, understood and accepted

Prasthuthi

Name: Prasthuthi Amin

College Name: SMVITM

Date: 20/02/2023

Place: Udupi





Private and Confidential

Dear Pratheeksha,

I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Mr. Sujith Kumar.

If you accept this offer, you will begin your internship with the Company on 15<sup>th</sup> February 2023. You will be paid a stipend of Rs.8,000.

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays. Your internship is expected to end on August 31<sup>st</sup> 2023. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all 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.

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

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

Yours faithfully For Kambala Solutions Pvt. Ltd.

Somnath Jogi  
Managing Director

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above

Name - Pratheeksha

Signature -

Date -



Ref. No.: KDPL/Offer/23-24/133

Date: 04-July-2023

***Privileged and Confidential***

Dear Rakshath Kumar,

**Sub:** Letter of Offer

**Ref:** Your application for the position of **Trainee Engineer**

This has reference to your application for Employment in our company and subsequent interviews you had with us.

We are pleased to offer you the position of “**Trainee Engineer**” in our company subject to following terms and conditions based in Maniplal.

1. Date of Joining : On or before 17<sup>th</sup> July 2023
2. Compensation : (a) During your training period, you will be paid with a stipend of **INR 15,000.00 (CTC of INR 20,000)** per month for Twelve months from date of joining. The details of stipend components are as mentioned in the **Annexure - 1** of this Letter of Offer.  
(b) After Twelve months from date of joining your CTC shall be **INR 3,00,000/-per annum (Indian Rupees Three Lakh Only)** inclusive of all benefits fixed on the basis of a Total cost To the Company. The details of salary components are as mentioned in the **Annexure - 2** of this Letter of Offer.  
  
The Health insurance details are mentioned in the **Annexure – 3** of this letter.
3. Reporting Manager : Gururaj L Bankapur
4. Work Location : KarMic – Maniplal/Bangalore.
5. Training : The Company may, at its sole discretion, nominate you for training for which you understand and acknowledge that the Company would be incurring certain amount of expenses and re-locate you to any Department / Group / Section Line, as well as any Office / Establishment / Division / Branch of the Company, in India or abroad, as well as its associates / sister concerns within the group, on temporary or permanent basis depending upon the Company's priorities and requirement of work.

Regd. Office: 4/505 (C&C1), 80 Badagabettu, Rajeev Nagar, Alevoor Road, Maniplal, Udupi – 576104, Karnataka, India Phone: 08202575753,  
E-mail: [hr@karmic.co.in](mailto:hr@karmic.co.in) Website: <http://karmic.co.in> CIN: U31200KA1999PTC024802





The Company provides training on VLSI concepts, both theoretical and practical. You understand and acknowledge that the Company would be incurring a minimum expense of Indian Rupees Seven Lakh Plus Applicable Taxes (INR 7,00,000+applicable taxes) towards the training and other expenses. This amount will be repaid back to the company by you in the form of providing service to the company for Fifty Four (54) months from the date of joining. The training period will be for a period of Twelve (12) months from the date of your joining.

6. Probationary Period : Post successful completion of your Training, you will be on probation for a period of six (6) months, which may be curtailed or extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmations. Unless confirmed in writing, you will be deemed as probationer. Upon successful completion of probationary period, you will be confirmed for permanent employment in the company.

After confirmation of your employment as mentioned in the above point, this contract of employment can be terminated by either party by giving Three months (90 days) notice. The company reserves the right to pay only the basic salary in lieu of notice period, but we recover full salary in lieu of notice period. Further, in case of resignation by the employee, company may at its discretion relieve him/her from such date as it may deem fit even before the expiry of the notice period without compensation for the remaining period and is not bound to give any reason thereof. If your service is terminated consequent to any disciplinary action or loss of confidence, no notice will be required to terminate your employment.

7. Documents required at the time Joining : **As per Annexure - 4.**
8. Applicability of Company Policy : The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies etc. and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.
9. Confidentiality : You agree that the information and documents (including Letter of Offer and information contained herein) shared with you during our interview process are confidential in nature which you shall not disclose to anyone under any circumstance, unless prior approval in writing is obtained from the Company.
10. Non-Solicitation : You agree not to use this Letter of Offer and its contents for the purposes of soliciting offers from other persons (including present employer) for any purposes whatsoever.
11. Governing Law / Jurisdiction : Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Karnataka Courts only.



12. Indemnify Bond : With a view to indemnify the company, you agree to reimburse and or pay a sum of Indian Rupees Seven Lakh plus applicable Taxes (INR 7,00,000+applicable Taxes) if you fail to continue your services for Fifty Four (54) months from the date of joining.

NOW IT IS AGREED BY AND BETWEEN YOU AND THE COMPANY AS UNDER

You shall not, for a period of Fifty Four (54) months from the date of joining, resign or abandon your services with the Company. In the event of any breach committed by you, if your services cease before Fifty Four (54) months from the date of joining, for any reason whatsoever, you undertake to repay/refund the amount (as referred above) to the Company, and which will be receivable by the Company as it deems fit.

13. Appointment Letter, NDA and other Documents : You will have to enter joining **Non-Disclosure Agreement** subsequent to your joining us in the format of the company. A detailed appointment letter will be issued on the day of joining. You will also be expected to execute any other forms of undertakings or agreements as per the requirements of the management based on the Policy of the Company from time to time.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter in each page and return it to us for office records.

We believe you have a successful career ahead of you and look forward to your joining us.

Please indicate your date of joining. **On the day of joining please produce all your original documents for verification.**

Yours truly,

For **KARMIC DESIGN PRIVATE LIMITED,**

**Gururaj L Bankapur**  
Director

I agree and accept the employment with **KARMIC DESIGN PRIVATE LIMITED** based on the terms and conditions mentioned above. I shall be reporting for duty on \_\_\_\_\_

**Name : Rakshath Kumar**

**Signature:**

**Date :**

**Date of Joining:**

Regd. Office: 4/505 (C&C1), 80 Badagabettu, Rajeev Nagar, Alevoor Road, Manipal, Udupi – 576104, Karnataka, India Phone: 08202575753,  
E-mail: [hr@karmic.co.in](mailto:hr@karmic.co.in) Website: <http://karmic.co.in>

CIN: U31200KA1999PTC024802





ANNEXURE – 1

Earnings	PM (INR)	PA (INR)
<b>Stipend</b>		
Stipend	₹15,000	₹1,80,000
Total Stipend	₹15,000	₹1,80,000
<b>Add: Statutes</b>		
Food	₹3,282	₹39,384
Health Insurance	₹1,718	₹20,616
<b>Total CTC</b>	<b>₹20,000</b>	<b>₹2,40,000</b>

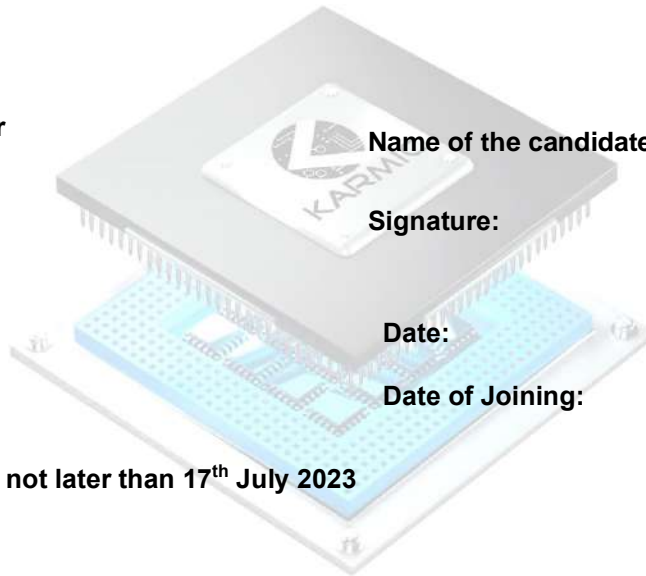
Name: Gururaj L Bankapur

Designation: Director

Signature:

Date:

This is w.e.f. date of joining not later than 17<sup>th</sup> July 2023



Name of the candidate: Rakshath Kumar

Signature:

Date:

Date of Joining:



ANNEXURE – 2

Earnings	PM (INR)	PA (INR)
<b><u>Salary / Allowances</u></b>		
Basic	₹8,000	₹96,000
Dearness Allowance	₹2,000	₹24,000
House Rent Allowance	₹4,000	₹48,000
Special Allowance	₹2,450	₹29,400
Flexible / Production Incentive	₹201	₹2,412
Medical Allowance	₹1,250	₹15,000
Leave Travel Allowance	₹1,500	₹18,000
Conveyance Allowance	₹1,600	₹19,200
<b>Total Salary</b>	<b>₹21,001</b>	<b>₹2,52,012</b>
<b>Add: Statutes</b>		
PF Employer's contribution	₹1,800	₹21,600
Gratuity	₹481	₹5,772
Health Insurance	₹1,718	₹20,616
<b>Total CTC</b>	<b>₹ 25,000</b>	<b>₹3,00,000</b>

Name: Gururaj L Bankapur

Name of the candidate: Rakshath Kumar

Designation: Director

Signature:

Signature:

Date:

Date:

Date of Joining:

This is w.e.f. Twelve months after date of joining not later than 17<sup>th</sup> July 2024



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**ANNEXURE - 3**

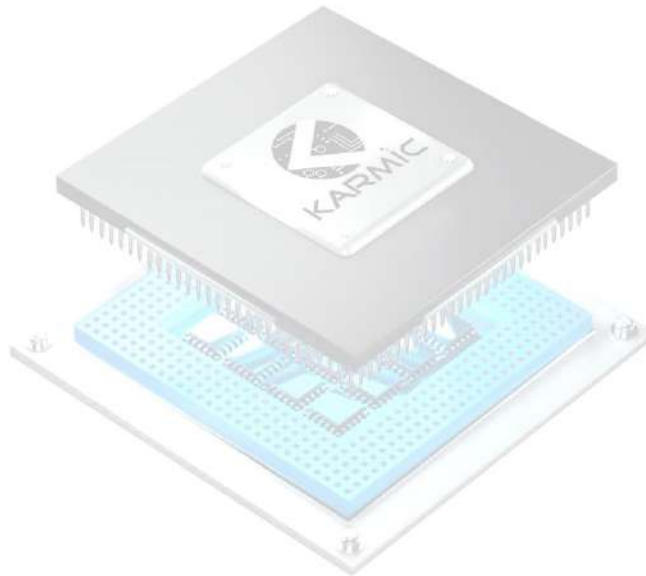
**Insurance**

Regarding the Health Insurance, you and your Family (parents, spouse and upto a maximum of two children) shall be eligible for Mediclaim policy coverage for INR 5 lakh per annum for the whole Family. The tentative premium would be INR 20,616/- per annum which is subject to revision every year in the month of April.

Yours truly,

For **KARMIC DESIGN PRIVATE LIMITED,**

**Gururaj L Bankapur**  
Director





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## ANNEXURE - 4

On the day of joining, you are required to submit the following:

As a part of joining formalities, we request you to furnish the below mentioned documents/ details for file uploading.

- Copy of PAN, Aadhar and Passport if any.
- Blood group details & Permanent Address
- Resume
- Copy of all your educational certificates along with the marks for all relevant years and courses.
- Four passport size photographs (Blue background)
- Along with the acceptance of the offer, you will have to furnish 2 references of previous colleagues along with their designations, contact numbers and e-mail ids for the purpose of a reference check as a part of the recruitment process. In case you do not have previous working experience then you need to furnish the details of 2 references who are not related to you. Please do inform them that we would be contacting them.

**Please bring all your original documents for verification.**

For **KARMIC DESIGN PRIVATE LIMITED**,

**Gururaj L Bankapur**  
Director

---

Regd. Office: 4/505 (C&C1), 80 Badagabettu, Rajeev Nagar, Alevoor Road, Manipal, Udipi – 576104, Karnataka, India Phone: 08202575753,  
E-mail: [hr@karmic.co.in](mailto:hr@karmic.co.in) Website: <http://karmic.co.in>

CIN: U31200KA1999PTC024802







12<sup>th</sup> January, 2023

Rashmitha Bhat  
Shri Madhwa Vadiraja Institute of Technology & Management (SMVITM)  
Udupi.

**Dear Rashmitha Bhat,**

**Congratulations!**

We are pleased to offer you a position “**Engineer - Trainee**”, at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 25,000/- per month plus TDS as applicable. At the end of the three/six months, you will be confirmed, based on your performance.

Detailed Summary of benefits including retrial benefits will be included in the revised offer letter, that will be given to you after completion of your training period. Subject to review with respect to your performance, the total compensation upon your confirmation, on Cost-To-Company will be Rs. 4,00,000/-. On performance grade and post completion of one year, your CTC will be revised to Rs. 5,00,000/-. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependents as per the company rules.

After completion of 2 year as an employee, you will be eligible for stock options from the company based on your performance.

*As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years from the date of confirmation. In the event of parting of the employee during probation period or before the said period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience Letter & there will be no Full & Final settlement.*

Please note this offer of employment and any consequent employment relationship is also contingent upon Company’s satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Lekha Wireless Solutions Pvt. Ltd.  
Roshini Chambers, No. 947,  
24th Main, 2nd Phase J.P. Nagar,  
Bangalore-560078.  
Email : business@lekhawireless.com  
Ph : 080-2659 0100 Fax : 080-2659 3100  
Website : www.lekhawireless.com  
GSTIN : 29AABCL8954A1ZF  
CIN No. : U72200KA2010PTC055891



To accept the terms of this offer, please sign this offer letter and each of its annexures and return them to HR at Lekha Wireless Solutions Pvt. Ltd., Roshini Chambers, No. 947, 24<sup>th</sup> Main, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078.

If you do not do so to signify the acceptance of the offer, the offer will elapse within three weeks. Also, for the avoidance of doubt, if any of the contingencies described in this letter do not occur, you will not become an employee of the Company. Please also note that the terms of this offer letter (including its annexures) are confidential.

Your start date will be on or before **17<sup>th</sup> February, 2023**

On the date of joining, please carry with you copies of your Marks-sheets, Graduation Certificate, Aadhar, PAN & Address Proof. Also carry the corresponding original certificates which will be returned to you immediately after verification of the copies by the HR. If there is a history of past employment, you are required to produce the corresponding relieving letter/ experience certificate also.

The terms and conditions of this letter and its annexures will be governed and interpreted in accordance with Indian Law. Please also note that all monetary amounts referred in this document are Indian Rupee ('INR') amounts, unless specifically indicated otherwise.

**Note:** *You will be considered as a Trainee–Consultant during the probation period i.e. 3 months' to 6 months' from the date of joining.*

Welcome to the Lekha Wireless Solutions family! We wish you a long and fruitful career with the Company.

Yours faithfully,

For LEKHA WIRELESS SOLUTIONS PVT. LTD.

Ramu T S  
Founder-Director



## Annexure – I

### Terms and Conditions

- 1. Place of Posting and Assignment:** Your place of work will be Lekha Wireless Solutions Pvt. Ltd., "Roshini Chambers", No. 947, 24<sup>th</sup> Main Road, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078. However, you may be required to report to other office or client's place as required by the Company. Your place of posting, responsibilities and duties may change depending the Company's business requirements and at the Company's discretion.
- 2. Past Record:** If you make a false declaration or provide any false information to the Company about your educational qualifications and/or if you willfully suppressed any information material to the decision to offer you employment or in connection of with your employment, your employment may be immediately terminated without notice or payment in lieu.
- 3. Hours of Work:** You are expected to work the Company/Client's normal business hours. Your regular weekly schedule will be from Monday to Friday. Expected hours of work are from 9am to 6pm. However you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities.
- 4. Termination:** The Company or you may terminate your employment by giving 2 months written notice or compensation thereof, as per the discretion of the company. However, in the event of serious misconduct, or a breach of the terms and conditions of your employment, or any other conduct which causes the Company damage or brings you or the Company into disrepute, the Company may terminate your employment immediately without any notice.
- 5. Workplace Ethics:** You will comply with Company's policies and procedures in place from time to time including those set out in the Company Employee Resource Guide. These include guidelines on dual employment, insider trading, and workplace harassment policy amongst others. You will also maintain a professional work culture in the organization in terms of attire and use and maintenance of Company property.
- 6. Confidentiality:** You must not disclose any confidential information of the Company or any of its affiliated companies, nor any of their trade secrets or know-how, to any entity. You must execute, observe and abide by all the terms of the Proprietary information. A breach of any of the terms will lead to immediate termination of your employment without payment in lieu of notice.

I \_\_\_\_\_ acknowledge and agree to the above.

Signed: \_\_\_\_\_



# USHA ARMOUR Pvt. Ltd.

Dear Ms. Sakshi S Nayak,

Welcome to Usha Armour Pvt Ltd,

We are pleased to inform you that you have been selected for the position of "Business Development Executive- Intern" in Usha Armour Pvt Ltd at Bangalore. You will be paid Rs.15000/- Per month during the 6 months' probation/internship period, post which you will be taken on Company payroll with all the statutory benefits (PF, ESI, Gratuity, Bonus, Medical allowance).

After the Probation/ Internship Period you will be paid 4,25,832/- CTC per annum. Please find attached the detailed salary breakup for your reference.

Your date of joining will be 19th of June 2023. So, please revert to us by an e-mail on or before 17 of June 2023.

Documents to bring:

10th, 12th and Graduation Original Marks Card/List.

4 photographs(passport-recent ones)

2 copies of PAN card and

2 copies of AADHAR.

Note 1: No changing of joining date. Once you finalize the joining date you can't change the Joining. Changing the date of joining will automatically disqualify your selection.

Note 2: Your dress code during the joining and on the job is formals.

Note 3: For further details, you are most welcome to call us on 99632287143, 6363801055, 9731403576, 8951361833 or email us at [hrd@ushaarmour.com](mailto:hrd@ushaarmour.com)

For Usha Armour Pvt Ltd



Human Resource Department

"SUNDARI" # 102, 4th 'A' Main, Munivenkatappa Layout, Bilekahalli, Bannerghatta Road, Bangalore - 560 076

Tel : 080 - 4022 0555 Fax : 080 - 4022 0575 E-mail : [safety@ushaarmour.com](mailto:safety@ushaarmour.com) Website : [www.ushaarmour.com](http://www.ushaarmour.com)



ISO 9001:2015  
CERTIFIED COMPANY

**FIRE PROTECTION | OCCUPATIONAL HEALTH & SAFETY | TRAINING**

Annexure

Usha Armour Private Limited		
Salary Structure Cost to the Company		
	CTC	Net Pay
Designation	Business Development Executive	
Basic & DA	13060	
HRA	8,707	
Gross Amount	<b>21,767</b>	
Deductions		
EPF (Employer Contribution)	1698	
(Employee Contribution)		1567
ESI (Employer Contribution)		
(Employee Contribution)		
Professional Tax		200
Total Deductions		1767
Additional Benefit		
Annual Bonus	1813	
Gratuity	628	
Performance linked Variable Incentive*	10000	
Medical Allowance	208	
Total CTC	35486	
<b>Net take home</b>	<b>20000</b>	
<b>Total CTC ( Per Month )</b>		
	<b>35486</b>	
<b>Total CTC ( Per Annual )</b>		
	<b>425832</b>	

\* Performance linked variable incentive may vary with target fulfillment and unit rates of the orders

Job Description:

- On-line Marketing responsibilities
- Data mining
- Data validation
- Data storage
- Group mailing
- E-Calling
- E-Presentation
- E-Negotiation

# Certificate of Completion

 **Letter Head.pdf**

ID: cf13c10b-065d-4eec-a0bb-08e4f17c4f0b

SIGN REQUEST ISSUED:

**Nov 22, 2022**


09:23 AM UTC

REQUESTED BY:

**Jerry Varghese**

jerry.ushaarmour@gmail.com

STATUS:

 **Completed**

on 22 Nov, 2022, 09:23 AM UTC

## **Audit trail**

Generated on Nov 22, 2022

22 Nov, 2022, 09:23 AM UTC

**Jerry Varghese** has done unexpected action

jerry.ushaarmour@gmail.com  **Verified**

49.206.242.246



**Internship Offer Letter**

**Mirafr/I/OL/2023/042**  
**February 2023**

To

Sameeksha P.U

Udupi

Dear Sameeksha,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with Mirafr Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000** (Fifteen Thousand Only) during the Internship/training. After completion of training. You may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexure I**.

**Training and Engagement**

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with Mirafr post completion of training will be subject to your over-all training performance and business need. Mirafr will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

*Sameeksha P.U.*

### Termination

In case, you choose to discontinue the Internship and engagement with Mirafra, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

### Confidentiality

In consideration of your internship/training with Mirafra and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm Mirafra and/or its current and/or future business and to have covenant on non-competence with Mirafra.

Yours faithfully,  
For Mirafra Software Technologies Pvt. Ltd.,



Abhishek Shukla  
Director - TA

Received and Accepted

Name: Sameeksha P.U.

College Name: Shri Madhwa Vadiraja Institute Of  
Technology And Management, Bantakal, Udupi

Date: 20/02/2023

Place: Udupi



Annexure I

Employment Opportunity

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with Mirafra for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

Received, understood and accepted

Sameeksha P.U.

Name: Sameeksha P.U.

College Name: Shri Madhwa Vadiraja Institute of Technology And  
Management, Bantakal, Udupi

Date: 20/02/2023

Place: Udupi

# DDS Group

1st Floor, No 174/i, AECS Layout , B-Block,  
Singasandra, Bengaluru-560068  
GST No.: 29BRDPD5164K3ZJ



**Ref.: DDS/AL/23/05**

**Date: 09-June-2023**

**Ms. SHARANYA**

**Address: Udupi, India**

**Email: sharanya.19ec053@sode-edu.in**

**Mobile: +91 8088375609**

---

**Dear SHARANYA,**

**Sub: Letter of Offer for Employment**

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of “**Design Engineer**” on terms and conditions mutually agreed upon during the discussion.

1. Your place of work will be at **DDS Group Bangalore**.
2. You will report to the “**General Manager**” or any other assigned authority authorized by the company, with regard to your day-to-day activities from time to time.
3. The offer is valid till **15-06-2023** and you shall report for joining on or before **15-06-2023**.
4. Your appointment order indicating the terms and conditions of your employment will be issued to you at the time of your joining.
5. If there are any changes in the employment terms the same shall be intimated to you.
6. You will be on probation for six months from the date of your joining.
7. You will be entitled to a stipend of Rs 15,000/- (Rupees Fifteen Thousand only ) per month during the probation period.
8. In case of your resignation from service, you will be required to serve two-month notice.
9. The company reserves the right to terminate your service in case your performance is found to be unsatisfactory, by giving either one-month notice or one-month salary.
10. You shall not disclose to anyone directly or indirectly any trade secret or confidential information regarding the company. You are required to sign a non-disclosure agreement on your joining.
11. This employment offer has been made based on the information furnished by you. However, if there is any discrepancy in the copies of documents or certificates given by you as proof, we retain the right to review our offer of employment.
12. This employment offer is subject to your being medically fit.

# DDS Group

1st Floor, No 174/i, AECS Layout , B-Block,  
Singasandra, Bengaluru-560068  
GST No.: 29BRDPD5164K3ZJ



Please ensure to bring the following documents, certificates etc., at the time of your joining.

1. Photocopies of Educational Certificates.
2. Experience letter of the past employer(If any).
3. Last drawn salary proof (pay slips of the last 2 months if any)
4. Relieving letter from the previous employer (if applicable).
5. Two passport-sized photographs of self.
6. ID Proof (Photocopy of Passport/Aadhar card)
7. Photocopy of PAN card.
8. One cancelled cheque leaf

Please note that you are expected to keep the salary details strictly confidential.

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

We welcome you to **DDS Group Bangalore**.

**Yours Sincerely,**

**PR Upadhya**  
**GM**

### **Offer acceptance:**

I, **SHARANYA** have received the offer letter dated **09-06-2023** for the position of "**Design Engineer**", and I hereby accept the terms and conditions mentioned in the offer. I confirm that I will join on or before **15-06-2023**.

Date:

-----  
(Signature of the candidate)



12<sup>th</sup> January, 2023

Shreya Upendra Nayak  
Shri Madhwa Vadiraja Institute of Technology & Management (SMVITM)  
Udupi.

**Dear Shreya Upendra Nayak,**

**Congratulations!**

We are pleased to offer you a position “**Engineer - Trainee**”, at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 25,000/- per month plus TDS as applicable. At the end of the three/six months, you will be confirmed, based on your performance.

Detailed Summary of benefits including retrial benefits will be included in the revised offer letter, that will be given to you after completion of your training period. Subject to review with respect to your performance, the total compensation upon your confirmation, on Cost-To-Company will be Rs. 4,00,000/-. On performance grade and post completion of one year, your CTC will be revised to Rs. 5,00,000/-. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependents as per the company rules.

After completion of 2 year as an employee, you will be eligible for stock options from the company based on your performance.

*As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years from the date of confirmation. In the event of parting of the employee during probation period or before the said period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience Letter & there will be no Full & Final settlement.*

Please note this offer of employment and any consequent employment relationship is also contingent upon Company’s satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Lekha Wireless Solutions Pvt. Ltd.  
Roshini Chambers, No. 947,  
24th Main, 2nd Phase J.P. Nagar,  
Bangalore-560078.  
Email : business@lekhawireless.com  
Ph : 080-2659 0100 Fax : 080-2659 3100  
Website : www.lekhawireless.com  
GSTIN : 29AABCL8954A1ZF  
CIN No. : U72200KA2010PTC055891



To accept the terms of this offer, please sign this offer letter and each of its annexures and return them to HR at Lekha Wireless Solutions Pvt. Ltd., Roshini Chambers, No. 947, 24<sup>th</sup> Main, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078.

If you do not do so to signify the acceptance of the offer, the offer will elapse within three weeks. Also, for the avoidance of doubt, if any of the contingencies described in this letter do not occur, you will not become an employee of the Company. Please also note that the terms of this offer letter (including its annexures) are confidential.

Your start date will be on or before **17<sup>th</sup> February, 2023**

On the date of joining, please carry with you copies of your Marks-sheets, Graduation Certificate, Aadhar, PAN & Address Proof. Also carry the corresponding original certificates which will be returned to you immediately after verification of the copies by the HR. If there is a history of past employment, you are required to produce the corresponding relieving letter/ experience certificate also.

The terms and conditions of this letter and its annexures will be governed and interpreted in accordance with Indian Law. Please also note that all monetary amounts referred in this document are Indian Rupee ('INR') amounts, unless specifically indicated otherwise.

**Note:** *You will be considered as a Trainee–Consultant during the probation period i.e. 3 months' to 6 months' from the date of joining.*

Welcome to the Lekha Wireless Solutions family! We wish you a long and fruitful career with the Company.

Yours faithfully,

For LEKHA WIRELESS SOLUTIONS PVT. LTD.

Ramu T S  
Founder-Director



## Annexure – I

### Terms and Conditions

- 1. Place of Posting and Assignment:** Your place of work will be Lekha Wireless Solutions Pvt. Ltd., “Roshini Chambers”, No. 947, 24<sup>th</sup> Main Road, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078. However, you may be required to report to other office or client’s place as required by the Company. Your place of posting, responsibilities and duties may change depending the Company’s business requirements and at the Company’s discretion.
- 2. Past Record:** If you make a false declaration or provide any false information to the Company about your educational qualifications and/or if you willfully suppressed any information material to the decision to offer you employment or in connection of with your employment, your employment may be immediately terminated without notice or payment in lieu.
- 3. Hours of Work:** You are expected to work the Company/Client’s normal business hours. Your regular weekly schedule will be from Monday to Friday. Expected hours of work are from 9am to 6pm. However you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities.
- 4. Termination:** The Company or you may terminate your employment by giving 2 months written notice or compensation thereof, as per the discretion of the company. However, in the event of serious misconduct, or a breach of the terms and conditions of your employment, or any other conduct which causes the Company damage or brings you or the Company into disrepute, the Company may terminate your employment immediately without any notice.
- 5. Workplace Ethics:** You will comply with Company’s policies and procedures in place from time to time including those set out in the Company Employee Resource Guide. These include guidelines on dual employment, insider trading, and workplace harassment policy amongst others. You will also maintain a professional work culture in the organization in terms of attire and use and maintenance of Company property.
- 6. Confidentiality:** You must not disclose any confidential information of the Company or any of its affiliated companies, nor any of their trade secrets or know-how, to any entity. You must execute, observe and abide by all the terms of the Proprietary information. A breach of any of the terms will lead to immediate termination of your employment without payment in lieu of notice.

I \_\_\_\_\_ acknowledge and agree to the above.

Signed: \_\_\_\_\_



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

---

**Campus Interview Results - 2023 Batch**

1 message

**Mahesh** <mahesh@iwavesystems.com>

Wed, Nov 23, 2022 at 4:30 PM

To: placement@sode-edu.in

Cc: admin@iwavesystems.com

Dear Sir,

Warm Greetings from iWave!!

We would like to say thanks for all the support rendered towards the successful campus recruitment drive for 2023 batch.

PFB for the results.

**iWave Campus Drive - 2023 Batch****INTERVIEW RESULTS - HARDWARE**

Sl.No.	NAME	GENDER	BRANCH	COLLEGE NAME
1	Sneha J S	Female	ECE	SMVITM

I request you to inform the result to all the concerned students immediately. I will send you all the offer letters through registered post/courier at the earliest.

Please make sure that, selected candidates should not attend any other campus interviews.

We look forward for a long and fruitful relationship with your esteemed institutions.

Best Regards,

Mahesh H R | Senior Manager – HR and Administration



**iWave Systems Technologies Pvt. Ltd.**

#7/B, 29th Main, BTM Layout, 2nd Stage, Bangalore - 560076

Phone: 080 26683700/26786243/45 | Fax: 080 26685200 | Extn: 112 | [www.iwavesystems.com](http://www.iwavesystems.com) |



**Internship Offer Letter**

**MiraFra/i/OL/2023/043**  
**February 2023**

To

Soujanya S

Udupi

Dear Soujanya,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with MiraFra Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000** (Fifteen Thousand Only) during the Internship/training. After completion of training. You may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexure I**.

**Training and Engagement**

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with MiraFra post completion of training will be subject to your over-all training performance and business need. MiraFra will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

*Soujanya*

### Termination

In case, you choose to discontinue the Internship and engagement with Mirafra, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

### Confidentiality

In consideration of your internship/training with Mirafra and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm Mirafra and/or its current and/or future business and to have covenant on non-competence with Mirafra.

Yours faithfully,

For Mirafra Software Technologies Pvt. Ltd.,



Abhishek Shukla  
Director - TA

Received and Accepted

Name: Soujanya S

College Name: SMVJTM

Date: 20/02/2023

Place: Udupi

Annexure I

Employment Opportunity

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with Mira for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

Received, understood and accepted

*Soujanya*

Name: *Soujanya S*

College Name: *SMVITM*

Date: *20/02/2023*

Place: *Udupi*

# DDS Group

1st Floor, No 174/i, AECS Layout , B-Block,  
Singasandra, Bengaluru-560068  
GST No.: 29BRDPD5164K3ZJ



**Ref.: DDS/AL/23/06**

**Date: 09-June-2023**

**Mr. Srinidhi S K**

**Address: Udupi, India**

**Email: Srinidhi.19ec075@sode-edu.in**

**Mobile: +91 8431270539**

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**Dear Srinidhi S K,**

**Sub: Letter of Offer for Employment**

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of “**Design Engineer**” on terms and conditions mutually agreed upon during the discussion.

1. Your place of work will be at **DDS Group Bangalore**.
2. You will report to the “**General Manager**” or any other assigned authority authorized by the company, with regard to your day-to-day activities from time to time.
3. The offer is valid till **15-06-2023** and you shall report for joining on or before **15-06-2023**.
4. Your appointment order indicating the terms and conditions of your employment will be issued to you at the time of your joining.
5. If there are any changes in the employment terms the same shall be intimated to you.
6. You will be on probation for six months from the date of your joining.
7. You will be entitled to a stipend of Rs 15,000/- (Rupees Fifteen Thousand only ) per month during the probation period.
8. In case of your resignation from service, you will be required to serve two-month notice.
9. The company reserves the right to terminate your service in case your performance is found to be unsatisfactory, by giving either one-month notice or one-month salary.
10. You shall not disclose to anyone directly or indirectly any trade secret or confidential information regarding the company. You are required to sign a non-disclosure agreement on your joining.
11. This employment offer has been made based on the information furnished by you. However, if there is any discrepancy in the copies of documents or certificates given by you as proof, we retain the right to review our offer of employment.
12. This employment offer is subject to your being medically fit.

# DDS Group

1st Floor, No 174/i, AECS Layout , B-Block,  
Singasandra, Bengaluru-560068  
GST No.: 29BRDPD5164K3ZJ



Please ensure to bring the following documents, certificates etc., at the time of your joining.

1. Photocopies of Educational Certificates.
2. Experience letter of the past employer(If any).
3. Last drawn salary proof (pay slips of the last 2 months if any)
4. Relieving letter from the previous employer (if applicable).
5. Two passport-sized photographs of self.
6. ID Proof (Photocopy of Passport/Aadhar card)
7. Photocopy of PAN card.
8. One cancelled cheque leaf

Please note that you are expected to keep the salary details strictly confidential.

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

We welcome you to **DDS Group Bangalore**.

**Yours Sincerely,**

**PR Upadhya**  
**GM**

### **Offer acceptance:**

I, **Srinidhi S K** have received the offer letter dated **09-06-2023** for the position of "**Design Engineer**", and I hereby accept the terms and conditions mentioned in the offer. I confirm that I will join on or before **15-06-2023**.

Date:

-----  
(Signature of the candidate)

8<sup>th</sup> December, 2022

Sudeep  
Shri Madhwa Vadiraja Institute of Technology & Management (SMVITM)  
Udupi.

Dear Sudeep,

**Congratulations!**

We are pleased to offer you a position "Engineer - Trainee", at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 25,000/- per month plus TDS as applicable. At the end of the three/six months, you will be confirmed, based on your performance.

Detailed Summary of benefits including retrial benefits will be included in the revised offer letter, that will be given to you after completion of your training period. Subject to review with respect to your performance, the total compensation upon your confirmation, on Cost-To-Company will be Rs. 4,00,000/-. On performance grade and post completion of one year, your CTC will be revised to Rs. 5,00,000/-. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependents as per the company rules.

After completion of 2 year as an employee, you will be eligible for stock options from the company based on your performance.

*As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years from the date of confirmation. In the event of parting of the employee during probation period or before the said period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience Letter & there will be no Full & Final settlement.*

Please note this offer of employment and any consequent employment relationship is also contingent upon Company's satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

To accept the terms of this offer, please sign this offer letter and each of its annexures and return them to HR at Lekha Wireless Solutions Pvt. Ltd., Roshini Chambers, No. 947, 24<sup>th</sup> Main, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078.

If you do not do so to signify the acceptance of the offer, the offer will elapse within three weeks. Also, for the avoidance of doubt, if any of the contingencies described in this letter do not occur, you will not become an employee of the Company. Please also note that the terms of this offer letter (including its annexures) are confidential.

Your start date will be on or before **17<sup>th</sup> February, 2023**

On the date of joining, please carry with you copies of your Marks-sheets, Graduation Certificate, Aadhar, PAN & Address Proof. Also carry the corresponding original certificates which will be returned to you immediately after verification of the copies by the HR. If there is a history of past employment, you are required to produce the corresponding relieving letter/ experience certificate also.

The terms and conditions of this letter and its annexures will be governed and interpreted in accordance with Indian Law. Please also note that all monetary amounts referred in this document are Indian Rupee ('INR') amounts, unless specifically indicated otherwise.

*Note: You will be considered as a Trainee-Consultant during the probation period i.e. 3 months' to 6 months' from the date of joining.*

Welcome to the Lekha Wireless Solutions family! We wish you a long and fruitful career with the Company.

Yours faithfully,

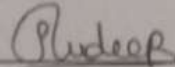
For LEKHA WIRELESS SOLUTIONS PVT. LTD.

Ramu T S  
Founder-Director

Annexure - ITerms and Conditions

1. **Place of Posting and Assignment:** Your place of work will be Lekha Wireless Solutions Pvt. Ltd., "Roshini Chambers", No. 947, 24<sup>th</sup> Main Road, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078. However, you may be required to report to other office or client's place as required by the Company. Your place of posting, responsibilities and duties may change depending the Company's business requirements and at the Company's discretion.
2. **Past Record:** If you make a false declaration or provide any false information to the Company about your educational qualifications and/or if you willfully suppressed any information material to the decision to offer you employment or in connection of with your employment, your employment may be immediately terminated without notice or payment in lieu.
3. **Hours of Work:** You are expected to work the Company/Client's normal business hours. Your regular weekly schedule will be from Monday to Friday. Expected hours of work are from 9am to 6pm. However you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities.
4. **Termination:** The Company or you may terminate your employment by giving 2 months written notice or compensation thereof, as per the discretion of the company. However, in the event of serious misconduct, or a breach of the terms and conditions of your employment, or any other conduct which causes the Company damage or brings you or the Company into disrepute, the Company may terminate your employment immediately without any notice.
5. **Workplace Ethics:** You will comply with Company's policies and procedures in place from time to time including those set out in the Company Employee Resource Guide. These include guidelines on dual employment, insider trading, and workplace harassment policy amongst others. You will also maintain a professional work culture in the organization in terms of attire and use and maintenance of Company property.
6. **Confidentiality:** You must not disclose any confidential information of the Company or any of its affiliated companies, nor any of their trade secrets or know-how, to any entity. You must execute, observe and abide by all the terms of the Proprietary information. A breach of any of the terms will lead to immediate termination of your employment without payment in lieu of notice.

I SUDEEP acknowledge and agree to the above.

Signed: 



**Internship Offer Letter**

**Mirafr/I/OL/2023/044**  
**February 2023**

To

Sukhitha K.S

Udecepe

Dear Sukhitha,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with Mirafr Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000** (Fifteen Thousand Only) during the Internship/training. After completion of training. You may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexure I**.

**Training and Engagement**

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with Mirafr post completion of training will be subject to your over-all training performance and business need. Mirafr will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

*Sukki*

### Termination

In case, you choose to discontinue the Internship and engagement with MiraFra, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

### Confidentiality

In consideration of your internship/training with MiraFra and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm MiraFra and/or its current and/or future business and to have covenant on non-competence with MiraFra.

Yours faithfully,  
For MiraFra Software Technologies Pvt. Ltd.,



Abhishet Shukla  
Director - TA

Received and Accepted

Name: Sukhetha K.S

College Name: SMVITM, Bantakal

Date: 20/02/2023

Place: Volupe

Annexure I

Employment Opportunity

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
4. Post initial 6 (Six) months of employment, your annual CTC will be revised to INR 7,00,000 (Seven Lakhs Only). You will be eligible for Annual Appraisal after a year from this CTC revision as per prevailing company policy.
5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with Miraфра for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

Received, understood and accepted



Name: Sukhatha. K.S

College Name: SMVITM, Bantakal

Date: 20/02/2023

Place: Udupi

**Internship Offer Letter**

**Mirafr/I/OL/2023/045**  
**February 2023**

To

Swathi Bhat

Udupi

Dear Swathi,

As per your request for Internship Programme, we wish to offer you Internship/training cum Employment Opportunity with Mirafr Software Technologies Pvt Ltd.

Your internship/training will commence from 27/2/2023 for a scheduled duration of 6 (Six) months. you will have to report to Manipal Center for in-person internship/training. Advance intimation will be provided to you about the location and other admin arrangements. In person training at Manipal Center is must for every Intern.

As an **Intern** your gross monthly stipend would be **INR 15000** (Fifteen Thousand Only) during the Internship/training. After completion of training. You may be converted to a full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.

Details related to Employment Opportunity is attached with this letter in **Annexure I**.

**Training and Engagement**

Periodic Training Evaluation will happen during training period. Your engagement for live work projects and continuation of your engagement with Mirafr post completion of training will be subject to your over-all training performance and business need. Mirafr will have discretion to take final decision about your future engagement and hence future engagement should not be assumed as confirmed.

**Leave/Absence**

You will make yourself available for the internship/ training without any undue absence and will maintain regular attendance.

During entire internship/training period, for any exigency purpose, you will be eligible for one day paid leave for a month trained. No other type of leaves will be admissible. This leaves will not be carried forward to next month and are non-encashable. You can take a maximum two weeks of leave/absence for attending the examination of your final Semester on unpaid basis.

*Swathi Bhat*

### Termination

In case, you choose to discontinue the Internship and engagement with Mira, the terms of Agreement agreed and accepted by you will be applicable which you agree to adhere to without any deviation or exception.

The company shall have all rights and discretion to terminate your internship/ training without giving any advance notice in case i) you are found unsuitable for training or do not perform as per expected standards ii) show lack of interest during Internship/training iii) regular absenteeism ii) business prospects and exigencies iii) misconduct and behavioral concerns. In case of termination of Internship from either side, Internship completion letter will not be provided.

### Confidentiality

In consideration of your internship/training with Mira and the prospect of your gaining access to confidential records and other sources of information during the course of internship, you will not disclose such information that may harm Mira and/or its current and/or future business and to have covenant on non-competence with Mira.

Yours faithfully,  
For Mira Software Technologies Pvt. Ltd.,



Abhishek Shukla  
Director - TA

A handwritten signature in blue ink, appearing to read "Abhishek Shukla".

Received and Accepted

A handwritten signature in blue ink, appearing to read "Swathi Bhat".

Name: Swathi Bhat

College Name: SMVITM

Date: 20/2/22

Place: Udupi

Annexure I

Employment Opportunity

This Internship cum Employment Opportunity Offer will have following Terms and Conditions.

1. Full-time employment on the basis of business needs, successful completion of graduation and acceptable and successful performance level in the Periodic evaluations that you will undergo during the internship programme.
2. Your Employment will start immediately after completion of Internship Programme subject to condition mentioned above in point 1.
3. Your Annual CTC (cost to the company/ compensation) for the initial 6 (Six) months of Employment will be INR 3,00,000 (Three Lakhs Only). This will also be a probation and on the job training period.
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5. On the start date of Employment, you will have to execute a Service Level Agreement/Training Agreement with Mira for the amount of INR 6,00,000 (Six Lakhs Only) having duration of 30 (Thirty) months of the Agreement. Without executing this agreement from your end, employment will not start.

Received, understood and accepted

Swathi Bhat

Name: Swathi Bhat

College Name: SMVTM

Date: 20/2/22

Place: Udupi



## Offer Letter from Seventh Sense

**31.05.2022**

Dear **Ujwal U Shetty,**

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as  
**"HR (L&D)"**

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

Your date of joining would be **05.06.2023** You will have to join at our Bengaluru Office situated at #4, 23<sup>rd</sup> 'A' main, J P Nagar 2<sup>nd</sup> Phase, Bengaluru – 560078 Ph: 080 4174 4141.

You will receive **Rs.3,25,000 CTC (Fixed) & Rs.1,75,000(Variable)** annually with a 12 Months of **Service Agreement**.

2 months' notice period should be served, once the resignation is accepted.

Reimbursements of expenses made on behalf of the company.

In the first month, you will receive **Rs.15,150 CTC**, your salary will be increased proportionally from the second month.

Please send the signed (with date) copy of this offer letter together and a scanned copy of the documents mentioned in the annexure before **03.05.2023** and send it to [jobs@seventhsensetalent.com](mailto:jobs@seventhsensetalent.com)

Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **03.05.2023** we presume that you are not interested in this offer and the offer of employment would automatically be canceled.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Ujwal U Shetty", is written over a light blue horizontal line.

Director  
Seventh Sense Talent Solutions

I accept the offer

Ujwal U Shetty

HR (L & D)

## **ANNEXURE TO OFFER LETTER OF UJWAL U SHETTY**

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

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

@#@#@#@#





8<sup>th</sup> December, 2022

Varalakshmi  
Shri Madhwa Vadiraja Institute of Technology & Management (SMVITM)  
Udupi.

Dear Varalakshmi,

**Congratulations!**

We are pleased to offer you a position "Engineer - Trainee", at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 25,000/- per month plus TDS as applicable. At the end of the three/six months, you will be confirmed, based on your performance.

Detailed Summary of benefits including retriial benefits will be included in the revised offer letter, that will be given to you after completion of your training period. Subject to review with respect to your performance, the total compensation upon your confirmation, on Cost-To-Company will be Rs. 4,00,000/-. On performance grade and post completion of one year, your CTC will be revised to Rs. 5,00,000/-. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependents as per the company rules.

After completion of 2 year as an employee, you will be eligible for stock options from the company based on your performance.

*As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years from the date of confirmation. In the event of parting of the employee during probation period or before the said period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience Letter & there will be no Full & Final settlement.*

Please note this offer of employment and any consequent employment relationship is also contingent upon Company's satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Lekha Wireless Solutions Pvt. Ltd.  
Roshini Chambers, No. 947,  
24th Main, 2nd Phase J.P. Nagar,  
Bangalore-560078.  
Email : business@lekhawireless.com  
Ph : 080-2659 0100 Fax : 080-2659 3100  
Website : www.lekhawireless.com  
GSTIN : 29AABCL8954A1ZF  
CIN No. : U72200KA2010PTC055891

To accept the terms of this offer, please sign this offer letter and each of its annexures and return them to HR at Lekha Wireless Solutions Pvt. Ltd., Roshini Chambers, No. 947, 24<sup>th</sup> Main, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078.

If you do not do so to signify the acceptance of the offer, the offer will elapse within three weeks. Also, for the avoidance of doubt, if any of the contingencies described in this letter do not occur, you will not become an employee of the Company. Please also note that the terms of this offer letter (including its annexures) are confidential.

Your start date will be on or before **17<sup>th</sup> February, 2023**

On the date of joining, please carry with you copies of your Marks-sheets, Graduation Certificate, Aadhar, PAN & Address Proof. Also carry the corresponding original certificates which will be returned to you immediately after verification of the copies by the HR. If there is a history of past employment, you are required to produce the corresponding relieving letter/ experience certificate also.

The terms and conditions of this letter and its annexures will be governed and interpreted in accordance with Indian Law. Please also note that all monetary amounts referred in this document are Indian Rupee ('INR') amounts, unless specifically indicated otherwise.

**Note:** *You will be considered as a Trainee-Consultant during the probation period i.e. 3 months' to 6 months' from the date of joining.*

Welcome to the Lekha Wireless Solutions family! We wish you a long and fruitful career with the Company.

Yours faithfully,

For LEKHA WIRELESS SOLUTIONS PVT. LTD.

Ramu T S  
Founder-Director

Annexure - I

Terms and Conditions

1. **Place of Posting and Assignment:** Your place of work will be Lekha Wireless Solutions Pvt. Ltd., "Roshini Chambers", No. 947, 24<sup>th</sup> Main Road, J.P. Nagar 2<sup>nd</sup> Phase, Bangalore-560078. However, you may be required to report to other office or client's place as required by the Company. Your place of posting, responsibilities and duties may change depending the Company's business requirements and at the Company's discretion.
2. **Past Record:** If you make a false declaration or provide any false information to the Company about your educational qualifications and/or if you willfully suppressed any information material to the decision to offer you employment or in connection of with your employment, your employment may be immediately terminated without notice or payment in lieu.
3. **Hours of Work:** You are expected to work the Company/Client's normal business hours. Your regular weekly schedule will be from Monday to Friday. Expected hours of work are from 9am to 6pm. However you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities.
4. **Termination:** The Company or you may terminate your employment by giving 2 months written notice or compensation thereof, as per the discretion of the company. However, in the event of serious misconduct, or a breach of the terms and conditions of your employment, or any other conduct which causes the Company damage or brings you or the Company into disrepute, the Company may terminate your employment immediately without any notice.
5. **Workplace Ethics:** You will comply with Company's policies and procedures in place from time to time including those set out in the Company Employee Resource Guide. These include guidelines on dual employment, insider trading, and workplace harassment policy amongst others. You will also maintain a professional work culture in the organization in terms of attire and use and maintenance of Company property.
6. **Confidentiality:** You must not disclose any confidential information of the Company or any of its affiliated companies, nor any of their trade secrets or know-how, to any entity. You must execute, observe and abide by all the terms of the Proprietary information. A breach of any of the terms will lead to immediate termination of your employment without payment in lieu of notice.

I Varalakshmi acknowledge and agree to the above.

Signed: smallya



Private and Confidential

Dear Varshini Acharya,

I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Mr. Sujith Kumar.

If you accept this offer, you will begin your internship with the Company on 15<sup>th</sup> February 2023. You will be paid a stipend of Rs.8,000.

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays. Your internship is expected to end on August 31<sup>st</sup> 2023. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all 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.

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

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

Yours faithfully For Kambala Solutions Pvt. Ltd.

Somnath Jogi  
Managing Director

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above

Name - Varshini Acharya

Signature -

Date -



## Manipal Technologies Limited: Interview Result (Selected)

1 message

**Vidya Shenoy** <vidya.shenoy@manipalgroup.info>  
 To: Placement Officer SMVITM <placement@sode-edu.in>  
 Cc: Nagaprasad Shettigar B <nagaprasad.shettigar@manipalgroup.info>

Mon, Ma

Sir,

Here are the results of the interviews held at your campus

Candidate Name	Email ID	Contact Number	College Name	Stream	Company Name	Designation	Job Locati
K Ambruthesh	<a href="mailto:ambruthesh.19me004@sode-edu.in">ambruthesh.19me004@sode-edu.in</a>	9353350454	SMVIT, Bantakal	Mechanical	MTL - SPS	Trainee Graduate Engineer	Manipal
Rathan Patkar	<a href="mailto:rathanpatkar2@gmail.com">rathanpatkar2@gmail.com</a>	6361842459	SMVIT, Bantakal	Mechanical	MTL - VDP	Trainee Graduate Engineer	Manipal
Rithesh kumar	<a href="mailto:rithesh.19ec045@sode-edu.in">rithesh.19ec045@sode-edu.in</a>	8152979655	SMVIT, Bantakal	Electrical and Electronics	MCT	Trainee Graduate Engineer	Manipal

Request you to share the acceptance of the selected students.

Regards

Vidya

\*\*\*\*\*The Manipal Group\*\*\*\*\*

The contents of this Email(including the contents of the enclosure(s) or attachment(s) if any) are privileged and confidential material of The Manipal Group(TMG) and should not be disclosed to, used by or copied in any manner by anyone other than the addressee(s). In case you are not the desired addressee, you should delete this message and/or re-direct it to the sender. The views expressed in this Email message(including the enclosure(s) or attachment(s) if any) are those of the individual sender expressly, and with authority, states them to be the views of The Manipal Group.

This Email message including attachment(s), if any, believed to be free of any virus. However, it is the responsibility of the recipient to ensure that it is virus free and TMG is not responsible for any loss or damage arising in any way from its use.

If you are receiving this Email, you are agreeing to give your consent to our use of your personal data. To learn more about the use, please view our [privacy policy](#)

Hereby you agree that consent given to the company will last for as long as necessary for the purpose it was collected, and once the company no longer need it, it will be deleted or anonymized.

\*\*\*\*\*



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

**STRAECON - Internship Offer Letter || Kiran || February 22, 2023|| 11:00 AM**

1 message

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

Fri, Feb 17, 2023 at 3:21 AM

To: "kiran.19me005@sode-edu.in" &lt;kiran.19me005@sode-edu.in&gt;, "kiranpatkar2001@gmail.com"

&lt;kiranpatkar2001@gmail.com&gt;

Cc: SMVITM Placement &lt;placement@sode-edu.in&gt;, Ramprasad Ghate &lt;ram@straecon.com&gt;, Akash Shetty &lt;akash@straecon.com&gt;

Dear Kiran,

Greetings from STRAECON!

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

Position: Intern  
Location: **Alva's Institute Of Engineering & Technology**  
Shobhavana Campus, Mijar  
Moodbidri – 574 225  
Mangalore, DK  
Reporting Date: February 22<sup>nd</sup>, 2023

**TERMS & CONDITIONS:**

1. The candidate will be provided a free internship on Steel Detailing or Detailing software related to Steel and Construction industry.
2. There will be a contract for 18 months under which the first 3 to 6 months will be a probation period. During this time, you will have to submit your original marks cards.
3. Once probation is completed, based on your performance, the salary will be increased according to company norms as mentioned in the salary details.
4. Your growth and performance will completely depend on your dedication and hard work towards the company's growth.

**SALARY PACKAGE:**

3.2 to 4 lacs per annum.

- 16000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 3 to 6 months looking at the performance).
- Variable incentives up to 1,00,000/- divided throughout the year. And 50,000/- will be provided as a retention incentive after 18 months from the joining date.
- Every year 10 to 30% hike on your salary seeing to the performance and company norms.

Based on your performance during the training period, you will be inducted as a **Trainee Engineer**.

On the day of 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

Please treat this as your offer letter and confirm your acceptance through email by EOD 18/02/2023.

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.

#### **Note:**

- The internship will be from Monday to Friday. Generally, however, an internship would involve a student working part-time or full-time hours in the office or workplace environment. You may be required to complete assigned tasks, attend meetings or seminars, and participate in other activities related to the internship. You will be allowed to attend Internals, Seminars, Events and Examinations by informing in advance to the management.
- You will also be asked to work rotational shifts after a few days of training (Alpha Shift 07 AM - 07 PM and Beta Shift 07 PM - 07 AM).
- The company shall not be responsible for stay and accommodation of the interns and any other person related to them. All the expenses related to the stay and accommodation shall be borne by the interns themselves.

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





# USHA ARMOUR Pvt. Ltd.

Dear Mr. N Gautham Bhat,

Welcome to Usha Armour Pvt Ltd,

We are pleased to inform you that you have been selected for the position of "Marketing Executive- Intern" in Usha Armour Pvt Ltd at Bangalore. You will be paid Rs.20000/- Per month during the 6 months' probation/internship period, post which you will be taken on Company payroll with all the statutory benefits (PF, ESI, Gratuity, Bonus, Medical allowance).

After the Probation/ Internship Period you will be paid 5,24,746/- CTC per annum. Please find attached the detailed salary breakup for your reference.

Your date of joining will be 19th of June 2023. So, please revert to us by an e-mail on or before 17 of June 2023.

Documents to bring:

10th, 12th and Graduation Original Marks Card/List.  
4 photographs(passport-recent ones)  
2 copies of PAN card and  
2 copies of AADHAR.

Note 1: No changing of joining date. Once you finalize the joining date you can't change the Joining. Changing the date of joining will automatically disqualify your selection.

Note 2: Your dress code during the joining and on the job is formals.

Note 3: For further details, you are most welcome to call us on 99632287143, 6363801055, 9731403576, 8951361833 or email us at [hrd@ushaarmour.com](mailto:hrd@ushaarmour.com)

For Usha Armour Pvt Ltd



Human Resource Department



ISO 9001:2015  
CERTIFIED COMPANY

"SUNDARI" # 102, 4th 'A' Main, Munivenkatappa Layout, Bilekahalli, Bannerghatta Road, Bangalore - 560 076  
Tel : 080 - 4022 0555 Fax : 080 - 4022 0575 E-mail : [safety@ushaarmour.com](mailto:safety@ushaarmour.com) Website : [www.ushaarmour.com](http://www.ushaarmour.com)

**FIRE PROTECTION | OCCUPATIONAL HEALTH & SAFETY | TRAINING**



<b>Usha Armour Private Limited</b>		
<b>Salary Structure Cost to the Company</b>		
	<b>CTC</b>	<b>Net Pay</b>
Designation	<b>Marketing Executive</b>	
Basic & DA	16200	
HRA	6751	
Conveyance	1600	
Medical Allowance	1,250	
Other Allowance	1,199	
Gross Amount	<b>27,000</b>	
<b>EPF (Employer Contribution)</b>		
	1950	
(Employee Contribution)		1800
<b>ESI (Employer Contribution)</b>		
	0	
(Employee Contribution)		0
Professional Tax		200
Total Deductions		2000
<b>Additional Benefit</b>		
Gratuity	779	
Performance linked Variable Incentive*	10000	
Fuel Allowance**	4000	
Total CTC	43729	
<b>Net take home</b>	<b>25000</b>	

<b>Total CTC ( Per Month )</b>	<b>43729</b>
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<b>Total CTC ( Per Annual )</b>	<b>524746</b>
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\* Performance linked variable incentive may vary with target fulfillment and unit rates of the orders

\*\* The amount indicated is only approximate , will vary with Kms covered and petrol rate

# Certificate of Completion

 **Letter Head.pdf**

ID: c374a6de-53b7-4d3d-8938-a695337ea5bc

SIGN REQUEST ISSUED:

**Nov 22, 2022**


09:41 AM UTC

REQUESTED BY:

**Jerry Varghese**

jerry.ushaarmour@gmail.com

STATUS:

 **Completed**

on 22 Nov, 2022, 09:41 AM UTC

## Audit trail

Generated on Nov 22, 2022

22 Nov, 2022, 09:41 AM UTC

**Jerry Varghese** has done unexpected action

jerry.ushaarmour@gmail.com  **Verified**

49.206.242.246





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

**STRAECON - Internship Offer Letter || Prashanth || February 22, 2023|| 11:00 AM**

1 message

**HR Team** <hr@straecon.com>

Mon, Feb 13, 2023 at 8:00 PM

To: "prashanth.poojary.25801@gmail.com" &lt;prashanth.poojary.25801@gmail.com&gt;

Cc: SMVITM Placement &lt;placement@sode-edu.in&gt;, Ramprasad Ghate &lt;ram@straecon.com&gt;, Akash Shetty &lt;akash@straecon.com&gt;

Dear Prashanth,

Greetings from STRAECON!

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

Position: Intern  
Location: **Alva's Institute Of Engineering & Technology**  
Shobhavana Campus, Mijar  
Moodbidri – 574 225  
Mangalore, DK

Reporting Date: February 22<sup>nd</sup>, 2023**TERMS & CONDITIONS:**

1. The candidate will be provided a free internship on Steel Detailing or Detailing software related to Steel and Construction industry.
2. There will be a contract for 18 months under which the first 3 to 6 months will be a probation period. During this time, you will have to submit your original marks cards.
3. Once probation is completed, based on your performance, the salary will be increased according to company norms as mentioned in the salary details.
4. Your growth and performance will completely depend on your dedication and hard work towards the company's growth.

**SALARY PACKAGE:**

3.2 to 4 lacs per annum.

- 16000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 3 to 6 months looking at the performance).
- Variable incentives up to 1,00,000/- divided throughout the year. And 50,000/- will be provided as a retention incentive after 18 months from the joining date.
- Every year 10 to 30% hike on your salary seeing to the performance and company norms.

Based on your performance during the training period, you will be inducted as a **Trainee Engineer**.

On the day of 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

Please treat this as your offer letter and confirm your acceptance through email by EOD 15/02/2023.

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.

**Note:**

- The internship will be from Monday to Friday. Generally, however, an internship would involve a student working part-time or full-time hours in the office or workplace environment. You may be required to complete assigned tasks, attend meetings or seminars, and participate in other activities related to the internship. You will be allowed to attend Internals, Seminars, Events and Examinations by informing in advance to the management.
- You will also be asked to work rotational shifts after a few days of training (Alpha Shift 07 AM - 07 PM and Beta Shift 07 PM - 07 AM).
- The company shall not be responsible for stay and accommodation of the interns and any other person related to them. All the expenses related to the stay and accommodation shall be borne by the interns themselves.

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





# USHA ARMOUR Pvt. Ltd.

Dear Mr. Sathwik S,

Welcome to Usha Armour Pvt Ltd,

We are pleased to inform you that you have been selected for the position of "Marketing Executive- Intern" in Usha Armour Pvt Ltd at Bangalore. You will be paid Rs.20000/- Per month during the 6 months' probation/internship period, post which you will be taken on Company payroll with all the statutory benefits (PF, ESI, Gratuity, Bonus, Medical allowance).

After the Probation/ Internship Period you will be paid 5,24,746/- CTC per annum. Please find attached the detailed salary breakup for your reference.

Your date of joining will be 19th of June 2023. So, please revert to us by an e-mail on or before 17 of June 2023.

Documents to bring:

10th, 12th and Graduation Original Marks Card/List.  
4 photographs(passport-recent ones)  
2 copies of PAN card and  
2 copies of AADHAR.

Note 1: No changing of joining date. Once you finalize the joining date you can't change the Joining. Changing the date of joining will automatically disqualify your selection.

Note 2: Your dress code during the joining and on the job is formals.

Note 3: For further details, you are most welcome to call us on 99632287143, 6363801055, 9731403576, 8951361833 or email us at [hrd@ushaarmour.com](mailto:hrd@ushaarmour.com)

For Usha Armour Pvt Ltd



Human Resource Department



ISO 9001:2015  
CERTIFIED COMPANY

"SUNDARI" # 102, 4th 'A' Main, Munivenkatappa Layout, Bilekahalli, Bannerghatta Road, Bangalore - 560 076  
Tel : 080 - 4022 0555 Fax : 080 - 4022 0575 E-mail : [safety@ushaarmour.com](mailto:safety@ushaarmour.com) Website : [www.ushaarmour.com](http://www.ushaarmour.com)

**FIRE PROTECTION | OCCUPATIONAL HEALTH & SAFETY | TRAINING**

<b>Usha Armour Private Limited</b>		
<b>Salary Structure Cost to the Company</b>		
	<b>CTC</b>	<b>Net Pay</b>
Designation	<b>Marketing Executive</b>	
Basic & DA	16200	
HRA	6751	
Conveyance	1600	
Medical Allowance	1,250	
Other Allowance	1,199	
Gross Amount	<b>27,000</b>	
<b>EPF (Employer Contribution)</b>		
	1950	
(Employee Contribution)		1800
<b>ESI (Employer Contribution)</b>		
	0	
(Employee Contribution)		0
Professional Tax		200
Total Deductions		2000
<b>Additional Benefit</b>		
Gratuity	779	
Performance linked Variable Incentive*	10000	
Fuel Allowance**	4000	
Total CTC	43729	
<b>Net take home</b>	<b>25000</b>	

<b>Total CTC ( Per Month )</b>	<b>43729</b>
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<b>Total CTC ( Per Annual )</b>	<b>524746</b>
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\* Performance linked variable incentive may vary with target fulfillment and unit rates of the orders

\*\* The amount indicated is only approximate , will vary with Kms covered and petrol rate

# Certificate of Completion

 **Letter Head.pdf**

ID: 1575b687-a589-465a-b601-a03031bfb570

SIGN REQUEST ISSUED:

**Nov 22, 2022**


09:42 AM UTC

REQUESTED BY:

**Jerry Varghese**

jerry.ushaarmour@gmail.com

STATUS:

 **Completed**

on 22 Nov, 2022, 09:42 AM UTC

## Audit trail

Generated on Nov 22, 2022

22 Nov, 2022, 09:42 AM UTC

**Jerry Varghese** has done unexpected action

jerry.ushaarmour@gmail.com  **Verified**

49.206.242.246





# USHA ARMOUR Pvt. Ltd.

Dear Mr. Subramanya S Poojary,

Welcome to Usha Armour Pvt Ltd,

We are pleased to inform you that you have been selected for the position of "Marketing Executive-Intern" in Usha Armour Pvt Ltd at Bangalore. You will be paid Rs.20000/- Per month during the 6 months' probation/internship period, post which you will be taken on Company payroll with all the statutory benefits (PF, ESI, Gratuity, Bonus, Medical allowance).

After the Probation/ Internship Period your will be paid 5,24,746/- CTC per annum. Please find attached the detailed salary breakup for your reference.

Your Date of Joining will be 19 of June 2023. So, please revert to us by an e-mail on or before 17th of June 2023.

Documents to bring:

10th, 12th and Graduation Original Marks Card/List.  
4 photographs(passport-recent ones)  
2 copies of PAN card and  
2 copies of AADHAR.

Note 1: No changing of joining date. Once you finalize the joining date you can't change the Joining. Changing the date of joining will automatically disqualify your selection.

Note 2: Your dress code during the joining and on the job is formals.

Note 3: For further details, you are most welcome to call us on 99632287143, 6363801055, 9731403576 or email us at [hrd@ushaarmour.com](mailto:hrd@ushaarmour.com)

For Usha Armour Pvt Ltd

Human Resource Department





<b>Usha Armour Private Limited</b>		
<b>Salary Structure Cost to the Company</b>		
	<b>CTC</b>	<b>Net Pay</b>
Designation	<b>Marketing Executive</b>	
Basic & DA	16200	
HRA	6751	
Conveyance	1600	
Medical Allowance	1,250	
Other Allowance	1,199	
Gross Amount	<b>27,000</b>	
<b>Additional Deductions</b>		
EPF (Employer Contribution)	1950	
(Employee Contribution)		1800
ESI (Employer Contribution)	0	
(Employee Contribution)		0
Professional Tax		200
Total Deductions		2000
<b>Additional Benefit</b>		
Gratuity	779	
Performance linked Variable Incentive*	10000	
Fuel Allowance**	4000	
Total CTC	43729	
<b>Net take home</b>	<b>25000</b>	

<b>Total CTC ( Per Month )</b>	<b>43729</b>
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<b>Total CTC ( Per Annual )</b>	<b>524746</b>
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\* Performance linked variable incentive may vary with target fulfillment and unit rates of the orders

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# Certificate of Completion

 **Letter Head.pdf**

ID: be84aff2-c1b2-41d5-8306-d1befd8ac7c6

SIGN REQUEST ISSUED:

**Nov 22, 2022**


10:30 AM UTC

REQUESTED BY:

**Jerry Varghese**

jerry.ushaarmour@gmail.com

STATUS:

 **Completed**

on 22 Nov, 2022, 10:30 AM UTC

## **Audit trail**

Generated on Nov 22, 2022

22 Nov, 2022, 10:30 AM UTC

**Jerry Varghese** has done unexpected action

jerry.ushaarmour@gmail.com  **Verified**

49.206.242.246





# USHA ARMOUR Pvt. Ltd.

Dear Mr. Sumanth Hegde,

Welcome to Usha Armour Pvt Ltd,

We are pleased to inform you that you have been selected for the position of "Marketing Executive- Intern" in Usha Armour Pvt Ltd at Bangalore. You will be paid Rs.20000/- Per month during the 6 months' probation/internship period, post which you will be taken on Company payroll with all the statutory benefits (PF, ESI, Gratuity, Bonus, Medical allowance).

After the Probation/ Internship Period you will be paid 5,24,746/- CTC per annum. Please find attached the detailed salary breakup for your reference.

Your date of joining will be 19th of June 2023. So, please revert to us by an e-mail on or before 17 of June 2023.

Documents to bring:

10th, 12th and Graduation Original Marks Card/List.  
4 photographs(passport-recent ones)  
2 copies of PAN card and  
2 copies of AADHAR.

Note 1: No changing of joining date. Once you finalize the joining date you can't change the Joining. Changing the date of joining will automatically disqualify your selection.

Note 2: Your dress code during the joining and on the job is formals.

Note 3: For further details, you are most welcome to call us on 99632287143, 6363801055, 9731403576, 8951361833 or email us at [hrd@ushaarmour.com](mailto:hrd@ushaarmour.com)

For Usha Armour Pvt Ltd



Human Resource Department



ISO 9001:2015  
CERTIFIED COMPANY

"SUNDARI" # 102, 4th 'A' Main, Munivenkatappa Layout, Bilekahalli, Bannerghatta Road, Bangalore - 560 076  
Tel : 080 - 4022 0555 Fax : 080 - 4022 0575 E-mail : [safety@ushaarmour.com](mailto:safety@ushaarmour.com) Website : [www.ushaarmour.com](http://www.ushaarmour.com)

**FIRE PROTECTION | OCCUPATIONAL HEALTH & SAFETY | TRAINING**

<b>Usha Armour Private Limited</b>		
<b>Salary Structure Cost to the Company</b>		
	<b>CTC</b>	<b>Net Pay</b>
Designation	<b>Marketing Executive</b>	
Basic & DA	16200	
HRA	6751	
Conveyance	1600	
Medical Allowance	1,250	
Other Allowance	1,199	
Gross Amount	<b>27,000</b>	
<b>EPF (Employer Contribution)</b>		
	1950	
(Employee Contribution)		1800
<b>ESI (Employer Contribution)</b>		
	0	
(Employee Contribution)		0
Professional Tax		200
Total Deductions		2000
<b>Additional Benefit</b>		
Gratuity	779	
Performance linked Variable Incentive*	10000	
Fuel Allowance**	4000	
Total CTC	43729	
<b>Net take home</b>	<b>25000</b>	

<b>Total CTC ( Per Month )</b>	<b>43729</b>
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<b>Total CTC ( Per Annual )</b>	<b>524746</b>
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\*\* The amount indicated is only approximate , will vary with Kms covered and petrol rate

# Certificate of Completion

 **Letter Head.pdf**

ID: 5398769a-ed54-456a-be80-0096381ba5d2

SIGN REQUEST ISSUED:

**Nov 22, 2022**


09:38 AM UTC

REQUESTED BY:

**Jerry Varghese**

jerry.ushaarmour@gmail.com

STATUS:

 **Completed**

on 22 Nov, 2022, 09:38 AM UTC

## **Audit trail**

Generated on Nov 22, 2022

22 Nov, 2022, 09:38 AM UTC

**Jerry Varghese** has done unexpected action

jerry.ushaarmour@gmail.com  **Verified**

49.206.242.246





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

**STRAECON - Internship Offer Letter || Punith R || February 22, 2023|| 11:00 AM**

1 message

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

Mon, Feb 13, 2023 at 8:00 PM

To: "punithr964@gmail.com" &lt;punithr964@gmail.com&gt;

Cc: SMVITM Placement &lt;placement@sode-edu.in&gt;, Ramprasad Ghate &lt;ram@straecon.com&gt;, Akash Shetty &lt;akash@straecon.com&gt;

Dear Punith,

Greetings from STRAECON!

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

Position: Intern  
Location: **Alva's Institute Of Engineering & Technology**  
Shobhavana Campus, Mijar  
Moodbidri – 574 225  
Mangalore, DK

Reporting Date: February 22<sup>nd</sup>, 2023**TERMS & CONDITIONS:**

1. The candidate will be provided a free internship on Steel Detailing or Detailing software related to Steel and Construction industry.
2. There will be a contract for 18 months under which the first 3 to 6 months will be a probation period. During this time, you will have to submit your original marks cards.
3. Once probation is completed, based on your performance, the salary will be increased according to company norms as mentioned in the salary details.
4. Your growth and performance will completely depend on your dedication and hard work towards the company's growth.

**SALARY PACKAGE:**

3.2 to 4 lacs per annum.

- 16000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 3 to 6 months looking at the performance).
- Variable incentives up to 1,00,000/- divided throughout the year. And 50,000/- will be provided as a retention incentive after 18 months from the joining date.
- Every year 10 to 30% hike on your salary seeing to the performance and company norms.

Based on your performance during the training period, you will be inducted as a **Trainee Engineer**.

On the day of 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

Please treat this as your offer letter and confirm your acceptance through email by EOD 15/02/2023.

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.

**Note:**

- The internship will be from Monday to Friday. Generally, however, an internship would involve a student working part-time or full-time hours in the office or workplace environment. You may be required to complete assigned tasks, attend meetings or seminars, and participate in other activities related to the internship. You will be allowed to attend Internals, Seminars, Events and Examinations by informing in advance to the management.
- You will also be asked to work rotational shifts after a few days of training (Alpha Shift 07 AM - 07 PM and Beta Shift 07 PM - 07 AM).
- The company shall not be responsible for stay and accommodation of the interns and any other person related to them. All the expenses related to the stay and accommodation shall be borne by the interns themselves.

Regards,

**HR Team**

INDIA

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