

June 25, 2019

HRD/3T/1004540939/18-19

Ms. Ayesha Gulshan Hara
Shri Vishishta Apartments
Main Bazar, Near Karnataka Bank
Shantinagar
Belgaum Taluk
Belgaum.
India
Ph: +91-9664183842

Dear

Ayesha Gulshan Hara,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited


Signature Not Verified

Digitally signed by Richard LoboDate:
2022.06.25 15:17:00 IST
Reason: Digitally Signed
Location: Bangalore

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

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Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

June 25, 2019

HRD/1004540939/18-19

Ms. Ayesha Gulshan Hara
Shri Vishishta Apartments
Main Bazar, Near Karnataka Bank
Shantinagar
Belgaum Taluk
Belgaum.
India
Ph: +91-9664183842

Dear

Ayesha Gulshan Hara,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.

"Company" refers to Infosys Limited.

"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **25-Aug-2019**.

Location

Your location for employment is **MYSORE, India**.

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

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Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

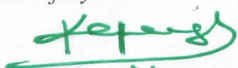
You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

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- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

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

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

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

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.



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Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2018 - 19 will be as follows:

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

Basket of Allowances (BOA)


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

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

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National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period


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

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



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Background Checks

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

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

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

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

Other Terms and Conditions

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


Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-19. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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



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

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

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

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

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

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

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

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



Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: 27 June, 2019

Ayesha Gulshan Hara
Sign your name

Ayesha Gulshan Hara Belgaum
Print your full Name Location

Signature Not Verified

Digitally signed by Richard Lobo Date:
2022.06.25 15:17:00 IST
Reason: Digitally signed
Location: Bangalore

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

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[Signature]
Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
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ANNEXURE - 9
(Compensation during the first six months from the Date of Joining)

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



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ANNEXURE - 10
(Compensation post successful completion of six months)

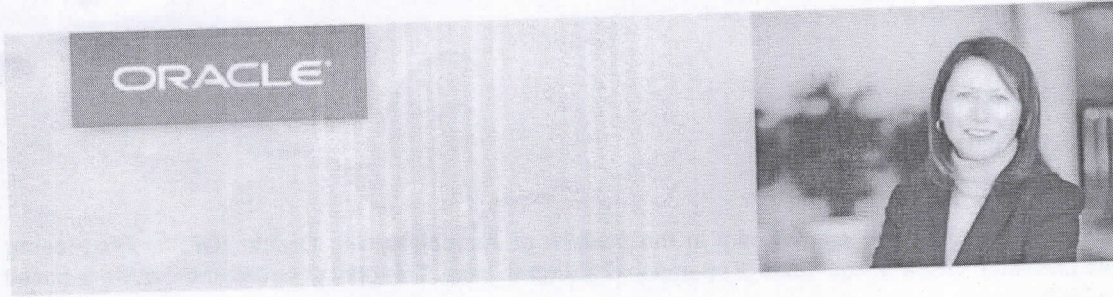
COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Ayesha Gulshan Hara			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary)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

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 Director
**SHREE DEVI INSTITUTE OF TECHNOLOGY
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Congratulations and welcome to Oracle. We are delighted that you have decided to grow your career with us. We are a global market leader in cloud solutions and the world's #1 enterprise database, serving more than 400,000 customers across a wide variety of industries in more than 145 countries around the globe.

Our future success is strongly linked to the quality of talent in our organization; our employees are the best and the brightest in the industry. We provide our global workforce of more than 130,000 employees an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Oracle into a lifelong journey of personal growth and success.

Please be sure to watch our [Life at Oracle](#) employee video series for firsthand accounts of what it is like to work at Oracle and learn more [about Oracle](#) and [our product offerings](#).

To prepare for your employment with Oracle, we've included a New Employee Offer Packet containing the documents you will need to click accept and/or sign and return to Oracle before you begin – along with instructions for doing so. We've also included information that will help you in your first few days on the job. Please contact your hiring manager to ask questions and decide on your start date.

You have chosen an exciting time to join us. Again, congratulations and welcome to Oracle we look forward to your arrival.

Joyce Westerdahl
Executive Vice President of Human Resources, Oracle

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[Privacy Statement](#)

Integrated Cloud
Applications & Platform Services




Director
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MANGALORE

Reference ID: 11537459

June 12, 2019 Adarsha Krishna B

Dear Adarsha Krishna B,

We are pleased to offer you employment in the position of **Associate with Oracle (OFSS) Processing Services Limited ("OFSS")**. Your base of operation is **Mumbai**, India. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of **INR XXXXX** payable over twelve (12) months. In addition, you will be eligible to participate in the standard bonus compensation plan relevant to your role and line of business.

You will also be eligible to participate in the consulting bonus plan applicable to your role and your Line of Business and region. The consulting bonus plan depends on a number of factors, including the performance of the company, the line of business, your performance and funding by the line of business.

At your career level, you may be eligible to earn a Consulting Bonus of up to **INR XXXX** per annum. Calculation of the bonus, and payment thereof, is subject to the discretion of the company. Consulting bonus will be paid out subject to you being on the rolls of the company at the time the bonus is paid out. The company may at any time and in its sole and absolute discretion, amend, suspend, vary, withdraw and modify any of the terms and conditions of the consulting bonus plan.

The break-up of your total gross compensation is given below:

Components	Amount (INR) p.a
Basic Salary	XXXXX
Flexible Benefit Plan (FBP) **	XXXXX
Annual Gross Pay (AGP)	XXXXX
Company's Contribution to PF	XXXXX
Company's Contribution to Gratuity	XXXXX
Total Gross	XXXXX

** - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Benefits"

The Company may, at any time, review and/or restructure the Compensation Package.

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and satisfactory completion of Oracle's pre-employment background screening process (including verification of educational qualifications and credentials). If you fail any of the above checks, validation or approval, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

Once all the information has been obtained and you have satisfactorily completed and passed Oracle's preemployment background screening process, you will be advised of your commencement date. Upon commencement with Oracle, a final background check will be undertaken in respect of your former employment as may be applicable. In the event that you have provided incorrect, false or misleading information in relation to your former employment, your employment with Oracle will immediately be terminated without any notice.



Registered Office: C-4, Western Express Highway, Goregaon East, Mumbai, Maharashtra 400 063, India

[Signature]
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In the event that you have commenced working for Oracle prior to completion of the background screening process, and have subsequently fail any of the checks, validation or approval, or have not co-operated or provided assistance in undergoing such checks, validation or approval process, your employment will be terminated with immediate effect without any claim against, or liability to Oracle.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

New employees are inducted **every Monday beginning 09:00 am**. You may therefore choose to commence on any Monday based on prior confirmation. On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

If you have any questions regarding the conditions of your offer, please feel free to contact your HR Rep **Smitha Oswal** at **91-22-6718-3091**.

The letter of offer is valid for one (1) week from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within one (1) week from the date hereof. We look forward to having you with us in our team.

Yours Sincerely, for Oracle (OFSS) Processing
Services Limited

Ashima

Ashima Maini
Senior Director-Human Resources

OFFER LETTER ACCEPTANCE:

I, **Adarsha Krishna B** agree with all the above terms and conditions of employment with Oracle.

I shall commence employment with effect from **August 5, 2019** unless I am notified by HR that I should commence on an alternative date.

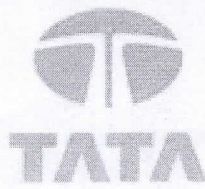
This contract is legally binding based on the laws of India.

Signature: *Adarsha* Date: *25/06/2019*

Name: Ashima Maini (Senior Director - Human Resources)



[Signature]
Director
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Offer: Computer Consultancy
Ref: TCSL/DT20223101775/Bangalore
Date: 28/12/2019

Shriya Sudhakar
Kokkar Gopanakodi House
Muduperara Village & Post
Mangalore - 574151
Tel# 91-9449626514

Dear Shriya Sudhakar,

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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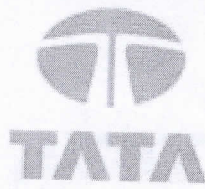
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TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, #2, EPID, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai, 400 021
TCS Careers Serviceline: 1800 209 3117 Email: careers@tcs.com




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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.

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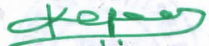
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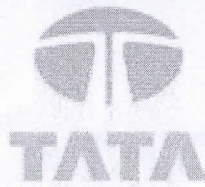
Tel: 91 80 6724 7000 Fax: 91 80 2841 0174 Website: www.tcs.com

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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 companyrolls 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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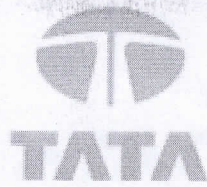
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1. Basic Cover

- 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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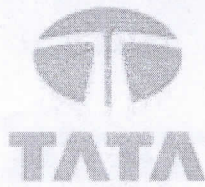
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RETIRALS

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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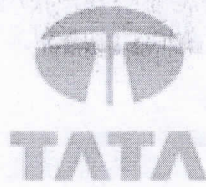
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3. Training Period

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

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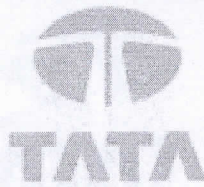
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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

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.

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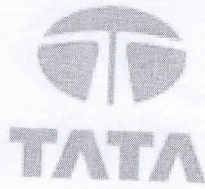
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12. Overseas International Assignment Agreement

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.

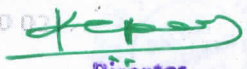
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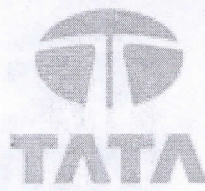
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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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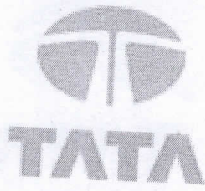
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- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the 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.

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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, these 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.

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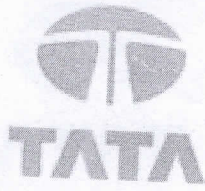
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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(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.

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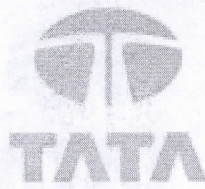
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Withdrawal of Offer

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.

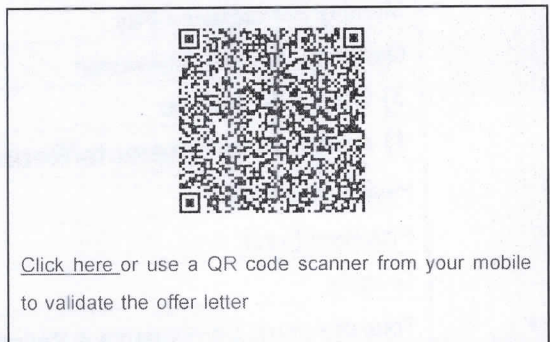
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

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

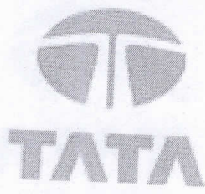
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GROSS SALARY SHEET

Annexure 1

Name	Shriya Sudhakar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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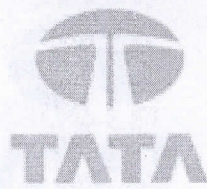
TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office: Nirmaal Building, 9th Floor, Nanman Point, Mumbai 400 075
TCS Careers ServiceLine: 1800 709 3111 Email: career@tcs.com



[Signature]
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Annexure

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR 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>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA 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>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

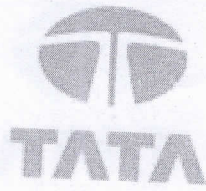
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



[Handwritten Signature]
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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.




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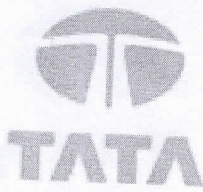
2. Associate's Obligations

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.


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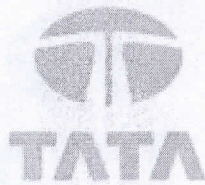
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TCS Careers Service line: 1800 289 3111 Email: careers@tcs.com




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(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

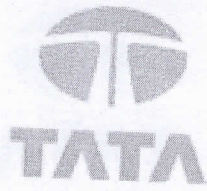
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or 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.




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10. Equitable Rights

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

11. General

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

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

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

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

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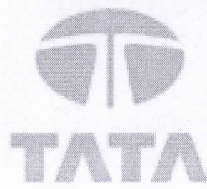
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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(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.

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Shriyag

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VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

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Director

Director

**SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE**

Date: May 29, 2019

To,
Mr.Aghin Raj,
Badalamoole
Panne Movvar Post
Kasaragod
Kerala 671543.

Subject: Offer of Employment with PEOL Technologies Pvt Ltd.

Dear Aghin,

We are pleased to inform you that you are hereby offered the role of "**Software Trainee**" at our organization to be based initially at **Bangalore** as per terms and conditions discussed and agreed upon on and as under:

- This appointment is effective from **June 17th, 2019** and the same will be your date of your joining at PEOL Technologies Pvt. Ltd., Bangalore
- The total **Annual CTC**, shall be up to **INR 3, 00,000 (Rupees Three Lakhs Only)**.
- The job functions and responsibilities are as discussed and shall be issued in due course.

Note: This offer is valid subject to signing the Service Agreement with the Company.




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Terms of Employment

Training Period:

- You will be put under Training (Class room and On-job session) for a period of Six (6) months from the date of joining and this will be your probation period. On the expiry of the probation period your performance will be evaluated and you will be either confirmed in writing or your probation period will be extended. If you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not be deemed to be permanent. During the training period, you will not be eligible for any leaves.
- After successful completion of your probation, you will be confirmed in writing as a permanent employee of PEOL Technologies Pvt. Ltd. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time , as and when applicable as per rules of the company and such other benefits as applicable to employees in force from time to time to the location / place wherever you are working. The company depending upon need shall take suitable cover of GPA to take care of liability under Workmen Compensation Act provided you are not covered under ESI Scheme.
- After period of service agreement, the notice period required from either side is Two (2) months. However, the Company at its sole discretion may relieve you on such date earlier to the said notice period.

Performance review:

- Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.

Company policy:

- During the period of service with the PEOL Technologies Pvt Ltd. you shall not indulge and/ or take part in any activity of formation of council and / or association or become a member being part of management staff which is found to be detrimental in the interest of the company in any way. Such an action shall be deemed as infringement to service conditions of the company and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate.




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- During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the company in writing. Any contravention of this condition will entail termination of your services from the company.
- In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the management will treat you as having voluntarily abandoned the services of the company.

Your services are liable to be terminated at any time

The Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice if.

- During probation or after confirmation, in case you are found to be medically unfit by the PEOL's Authorized Medical practitioner, on examination.
- As and when PEOL Technologies Pvt Ltd. comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and / or any bad record in the past under the previous employer, or because of your giving false information at the time of your appointment or concealed any material information or given any false details in the application form or otherwise as regard age, education qualification , experience , salary etc.
- If you are found to be not possessing desired qualification which do not conform to custom authority and / govt. regulation as may be required from time to time and necessary for continuation of business or its exigencies or on account of redundancy .
- In any serious dereliction of duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

Employment Confidential:

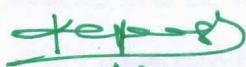
- All documents, plans, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment.




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- During the course of employment with the company, you will acquire, gain, generate, gather and develop knowledge of and be given access to business information about products activities, know – how, methods or refinements and business plans and business secrets and other information concerning the products / business of PEOL Technologies Pvt Ltd., hereinafter called the "SECRETS". You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during course of employment and on cessation for at least 2 years period.
- You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
- You will not seek membership of any local or public bodies without first obtaining specific permission of the management. In the event of your becoming member without following due process as mentioned , it shall amount to contravention of provision of employment condition and the management reserves the right to take appropriate action including dispensing with your services , as it may deem fit.
- You will not give out to any one, by word of mouth or otherwise, particulars of our business or administrative or organizational matters of a confidential nature which may be your privilege to know by virtue of your being our employee.
- While you are in employment at PEOL Technologies Pvt Ltd, you may be given or handed over company's property and / or equipment for official use and you shall take care of them including their upkeep. On cessation of employment with PEOL, you shall return all documents, books, papers relating to the affairs of the PEOL Technologies Pvt Ltd., purchased with PEOL's money, which may have come to you, and also any property of PEOL Technologies Pvt Ltd. in your possession.




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Governing law and arbitration:

- The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection.

Allowance & Insurance Benefits:

- You will be entitled for medical and Accidental Insurance Benefit for Self
- Other Statutory Benefits
- Any of your deputation within 2.5 years will not attract remuneration.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment.

Hope that this will be the beginning of a long and successful career with us.

Yours faithfully,
PEOL Technologies Pvt Ltd.

Accepted all of the above

Prashant.G.Nagathan
Co - Founder


Signature



Annexure of Remuneration

Salary Details		
Description	Monthly	Yearly- CTC
Basic Salary	15000	180000
HRA	3000	36000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	2350	28200
Total(A)	23200	278400
Statutory Benefits		
Employer PF	1800	21600
Total (B)		21600
Total Deductions		
Employee PF	1800	21600
PT	200	2400
Total (C)	2000	24000
Net Pay(A-C)	21200	254400
CTC (A+B)		300000



[Signature]
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* Monthly pay is indicative amount and the actual take home salary shall vary.

**During the period of Service Agreement, company will be holding back Rs.2,000/- per month as Deferred pay component after applicable Income Tax deduction from the Net Pay.

***The total accumulated amount of Deferred Pay for the period of Service Agreement will be paid out in 2 equal blocks. (i.e. 50% of the sum is paid in 30th month & the other 50% paid out in 31st month of employment). Company will not pay any interest on the accumulated amount.

In case the employee is getting relieved in the month of payout, the pending amount will be paid out with Full and Final settlement. In case of employee resignation or termination of employment by the Company within the Service agreement period, the employee will not be eligible for any portion of the payout of deferred pay.

NOTE: You will be covered under Medical Insurance for Self and Family (Spouse and 2 Children) as well as Accidental Insurance Policy.




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WELT WORKFLOW

D #12/168-6 Padavu New Road , KULSHEKAR, MANGALORE – 575 005
Ph: +91 8217660343 Email ID : weltworkflow@gmail.com / cs@weltworkflow.in
Web : www.weltworkflow.com/

Date: 13-05-2019

Dear Malathesh Naik B.S,

We take great pleasure in offering you the position of “**Trainee Software Engineer**” with **Welt Workflow**.

At Welt Workflow you will soon discover, it is all about people - the best people. This offer comes to you as the culmination of a rigorous selection process and you're sure to find a challenging peer group at Welt Workflow. We are positive that you will find the work environment stimulating and conducive to help you realize your professional goals.

We trust our relationship will be guided by a quest for excellence in all facets of our interaction as well as based on a foundation of mutual respect and sincerity in all dealings.

Please endorse your acceptance by duly signing the duplicate copy of this letter at the earliest.

Welcome on-board!

Annexure I

- Date of Joining (“1-June-2019”)

You are expected to report to work not later than at 10:00 hrs at Welt Workflow office Premises. On your joining date, you will be required to sign the Employment Agreement detailing the specific terms and conditions of your engagement with Welt Workflow.

- Salary

Your Annual Total Employment Cost to the Company would be INR 3,00,000 per annum (Three Lakh only) the details of which is given in the Annexure II attached below.

- Probation/Confirmation

You will be on a Probation period for the period of Three months. Based on your performance your services will be confirmed with the company in written after Three Months.

- Leave Policy

As per company Policy, You will also be eligible for public holidays, as decided by the Company.

- Termination of Employment

Your appointment will be subject to the verification of your credentials, testimonials and other Particulars mentioned by you in your Application at the time of your appointment. If the Particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically canceled and your services will be terminated.




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- Working Hours

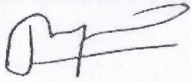
Your working hours will be as advised to you by your superiors from time to time but will notordinarily be over 48hrs working hours a week.

- Notice Period

The Employee shall serve a notice period for Three Months (2 Months). The Notice Period shallstart from the date of acceptance of his/her resignation by his/her manager (“Notice Period”).

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance. We welcome you to Welt Workflow family and look forward to a fruitful collaboration.

With best wishes,
For Welt Workflow



(Mr. Prajwal Kumar)

Agreed and Accepted: I accept your offer as outlined in this letter, including any subsequent revisions, and I will be available to begin work at Welt Workflow. I understand that this offer is contingent upon successful completion of reference and a background check if required.

Name: Madathegh Naik B.S

Signature: Naik B.S

Date: 15/5/2019




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



10th April 2019

To

Acel Chengappa K E

Sub: Letter of Appointment

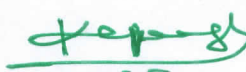
Dear Acel Chengappa K E,

Congratulations and welcome onboard, we are delighted to have you in our exciting team! We have pleasure in appointing you as "Associate Property Advisor", with effect from 20th April 2019

The terms of our offer and the benefits currently provided by the Company are as follows:

1. The details of your annual earnings are attached herewith as **Annexure A**. Once the PPO is confirmed 4.80 LPA is applicable and attached herewith **Annexure B**.
2. As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions, which will be the property of the Company. To protect the interests of the Company and Company's clients, you will need to sign the Company's standard "Employee Non-Disclosure and Confidentiality Agreement" as a condition of your employment, attached herewith as **Annexure C**. We wish to impress upon you that we do not want you to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have to any former employer.
3. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. Your initial posting as Pin Click employee will be at our Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
6. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

9. The employee covenants and agrees that for the Employment Period and three (3) years after the termination of the employment, she/he shall not, directly or indirectly employ or attempt to employ any person who is in the employment or working as a consultant of the Company at the time of the alleged prohibited conduct.
10. You will not undertake any business or solicit employment of any person, firm, partner and client who is associated with Pin Click in any manner for the contract period and three (3) years after the termination of the employment.
11. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

ADDITIONAL BENEFITS:

Bank/Salary

Your salary will be paid by cheque/wire transfer

Please provide us the COPY of the following testimonials:

<p>Educational Qualification</p> <p>A. Mark sheets and certificates of 10th standard, 12th (PUC) standard, graduation & post-graduation.</p>
<p>Work Experience</p> <p>A. Experience & relieving certificates of your current & all your previous employers. B. Latest pay slip & Form " 16.</p>
<p>ID and Address Proof</p> <p>A. Passport B. Driving license/PAN card C. Address proof: Present & permanent D. One reference of your manager, one from the team member of your previous job & one from your friend and one from your relative. E. 5 copies of your passport size photographs (The photographs must be taken recently)</p>

Note:

At the time of your joining, you would be required to bring the originals, but you will be submitting a **COPY** of the above mentioned testimonials. (In the event of termination of employment by either of us, the company will not return the submitted copies of testimonials).

You are requested to submit the passport copy within 60 days of joining in case you do not have at the time of joining.




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GENERAL TERMS:

Pin Click human resources electronic data are held and secured in India. Personal data may be accessed from Pin Click locations worldwide, as required for business purposes, by personnel with appropriate access privileges. Personal data may be shared with external organization as required to permit their provision of services to the Pin Click workforce. Your provision of the personal data confirms your consent to this process.

If any provision of this Agreement is determined to be invalid or unenforceable, the validity or enforceability of the other provisions shall not be affected.

This agreement sets forth the entire agreement between you and Pin Click with respect to the subject matter it addresses and supersedes all prior representations and understandings, whether oral or written." This Agreement may be changed only by an agreement in writing signed by you and Pin Click.

By signing below you are agreeing that you have read and understood every provision of this Agreement and that, in consideration for your employment at Pin Click, you agree to be bound by all the terms, conditions, and obligations set forth above.

To accept this offer, sign both copies of this agreement and return the duplicate copy to Pin Click address given below. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click.

For Pin Click

Manik Kinra

Founder

I have read and understood this offer letter and hereby acknowledge, accept and agree to the terms set forth above.

ACKNOWLEDGED AND ACCEPTED:

Signature: *Acel Changa*

Date: 15/4/2019



[Signature]
Director
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The details of your annual earnings are attached herewith as Annexure A.

Pinclick.com has crucial deliverables to our customers all the time. Your individual goals and objectives have been aligned with the Company's business objectives. All entitlements given above are applicable after joining. The entitlements are subject to any Company policy, procedure or guideline that may be issued from time to time. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value.

ANNEXURE - A

COMPENSATION & BENEFITS STATEMENT - PIN CLICK

Employee Details	COMPENSATION & BENEFITS STATEMENT - PIN CLICK		
	Name	Acel Chengappa K E	
	Designation	Associate Property Advisor	
	Department	Sales	
Date of Joining	20 th April 2023		
C & B CATEGORY			
		INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Sub-Total I / Gross Pay	20,891	2,50,692
B	Professional Tax	200	2,400
	PF Employer	792	9,504
C = A - B	Net Salary	19,899	2,38,788
Benefits			
D	PF Employee	792	9,504
	Gratuity	317	3,804
	Sub-Total II	1,109	13,308
Total A + D	Cost To The Company	22,000	2,64,000
E	Performance Enhanced Incentives	15,000	1,80,000

Note: 1. Performance Enhanced Incentives is Target Based.

2. The Offer/ Salary Is Subjective To Completion Of Training
3. Android mobile and Two-wheeler is mandatory with a valid driving license.
4. There will be 7 days of training period and an assessment post which your payroll will start
5. Above annexure includes ₹ 3,000 petrol allowances and ₹ 500 mobile bill deduction

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
2) Professional Tax to be deducted from the monthly Gross salary as applicable




Director
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Kakunje Software

Engineering ideas
Engineering ideas



Dear PREETHAM,

We are thrilled to extend to you an offer to join Kakunje Software as Software Developer. Your skills align perfectly with what we are looking for in this role, and we are confident that you will make significant contributions to our team.

Your responsibilities will include,

- Working with an agile team to develop, test and maintain Mobile & Web enterprise grade software assisting in the collection and documentation of user's requirements, development of user stories and estimates.
- Preparing reports, manuals and other documentation on the status, operation and maintenance of software.
- Design, develop and unit test applications in accordance with established standards.
- Participating in peer-reviews of solution designs and related code.
- Package and support deployment of releases
- Working with teammates in the migration of older applications to current technologies.
- Developing, refining and tuning integrations between applications.
- Analyzing and resolving technical and application problems.
- Adhering to high-quality development principles while delivering solutions on-time and on-budget.
- Providing third-level support to business users.
- You'll be working as an in-house developer and you also may be deputed at clients' office, anywhere in India as per projects' requirement. You may inculcate our Corporate Values -
- In Leadership - Do what's right, even if it's tough In Collaboration-Leverage our collective genius, be a team.

You will report directly to Rajath Kumar, Software Developer.

We are offering you a competitive salary package of 4, 00,000 per annual. Additionally, you will have access to other perks and your start date is set for 15/07/2019.

Please review the enclosed documents carefully. If you have any questions or concerns, do not hesitate to contact us. Once you have reviewed and accepted this offer, please sign and return the enclosed copy to indicate your acceptance.

We are excited about the opportunity to welcome you to our team and look forward to your contributions.

Gopala Krishna Bhat Kakunje

KAKUNJE SOFTWARE PRIVATE LIMITED

Accepted

(Signature)

CIN - U72200KA2015PTC083001

IEC - 0717505111

GSTIN - 29AAGCK01137D1735

Door Number . 15-7-336/17, Reg.Office : # 205 Abhiman Plaza,Bunts Hostel Circle,Mangaluru Pin Code-575 003, D.K District , Karnataka, India,M: +91 8951526765, Ph: 0824 - 2988298, Email: kakunjesoftware@gmail.com, Web: www.kakunjesoftware.com



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

02/04/2019

Sub: Offer letter for the post of Business Development Trainee

Dear Newel E Luis,

With reference to the Interview you had with us to the above post, we are pleased to inform you that you have been selected for the post "**Trainee Engineer**".

You will be reporting to Mrs Neeta Adappa and will be posted at Bangalore.

Your CTC (cost of the company) 3,00,000 (Rupees Three Lakh Only) per annum.

You will be on probation for a period of 3 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer letter is valid up to 28th April 2019 and accordingly you can join us on or before 28th April 2019. You may please bring along the documents as listed in the attached **Annexure – II** while joining us.

Your appointment will be subject to successful competition of background verification and probation period, Based on performance.


Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Thanking you.

Yours faithfully,

For Resguardo Industries,

Accepted


Authorized signatory


(Newel E Luis)




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Date: 20/06/2019

OFFER LETTER

Dear Netravathi Kanya Gouda,

With reference to your application and the subsequent interview you had with us, we are Pleased to offer you an employment offer with Accolade tech solution.

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

1. Period of Service: The first three(3) months of your employment will be probationary. You shall, for the purpose of your employment with us, sign this offer letter for submission and approval of the management. You will be monitored for these three(3) months. The first 10 days including the day of joining will be "On Job Training" or "Training Period" and will be unpaid.
2. Designation and Salary: You shall be employed as a Trainee Developer with us and your benefits will be as follows:
3. Remuneration: For the duration of your probation period you will be eligible for a compensation of 25,000 INR.

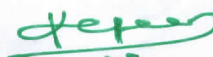
Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

During the probationary period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 days' notice should you wish to terminate your offer before the end of your probation period.

By accepting this offer letter of employment, you acknowledge that you will keep all this information strictly confidential and refrain from using it for your own purposes that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



Working Hours: 9 Hours a day (Inc. Lunch and evening Break) Job Type: Full-Time Employment

(After Probation Period) Location: Bangalore

DOJ: 02/07/2019

Pay after Probation period: CTC 3.5LPA

Thanking you and looking forward to a continued valuable association with you. Yours faithfully,



Harish

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Accolade tech solution.

NAME: Netravathi Kanya Crunda


DATE: 25/6/2019



(Candidate's Signature)

Accolade Tech Solutions, Shop No 523 & 524, 5th floor, Shalimar Complex, Father Muller's Hospital Road, Kankanady Mangalore- 575002. Phone: +91 9900448554.




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Justdial[®]

India's No. 1 local search engine

Date:

14/5/19

Hi

Ankith Bhandary

Congratulations, you have been selected as CLC

Your contribution is important to ensure our sustained success and growth. We hope that your career here will be a gratifying one.

You would get maximum support from our team and we look forward to having the best relations with you.

We welcome you on behalf of JustDial Ltd. Hope you will find Just Dial as a cool place to work with!!!

Please feel free to contact us in case of any concerns

Thanks and Regards.



Team HR

(PS: Please find the list of mandatory documents overleaf and Company reserves the right to hold the salary of the candidate in case of incomplete documentation)




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



22.04.2019

Mr. Nayan Kumar

S/o Surendra Shetty

Kalavara Chavad Mane, Gowrav Nilaya, Salvadi Post, Kundapur Taluk,

Udupi-576222

SUBJECT: OFFER OF EMPLOYMENT

In reference to the campus recruitment at Sri Devi College Of Management, Mangalore. We are pleased to offer you a position at M/S Kanchana Automobiles Private Limited

JOB TITLE

You will be employed as Field Sales Consultants in the company

EMPLOYMENT COMMENCEMENT

You will report to work on 1st July 2019 at M/S Kanchana Automobiles Private Limited, Udupi

SALARY & COMPENSATION

You will be employed at an initial salary of 9000+1850+500

PROBATION PERIOD

You will be under probation for the period first 6 months. Following this period a Certification Exam will be conducted by us. "Upon successful clearance of this exam you will be upgraded to certified sales consultants". In case you fail to pass the Exam then you'll have to appear for Re-Exam as per our guidelines

TERMINATION

This appointment can be terminated by either of the parties by giving a one-month written notice to the other party or one month's pay in lieu of such a notice

Your services shall be liable to be terminated, if you are found to be medically unfit or if you remain absent due to continued ill health or misconduct.

OTHER RULES & REGULATIONS

You shall devote your whole time and attention to the work of the company and shall not engage in or occupy yourself with any other work or take up the services of any other company concern or carry on any business on your own accord

TRANSFER

As per the Company's discretion & requirement you can be transferred to any division, branch

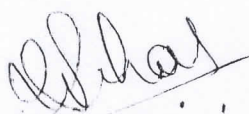
OFFER LETTER ACKNOWLEDGEMENT

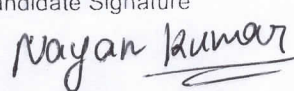
In case you agree to the details mentioned above then kindly acknowledge this Employment Letter by signing below

Candidate Name

Candidate Signature

Date & Place


HR Manager



25/4/2019





Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Date: March 1, 2019

Offer Letter

Dear Nagini S,

We are pleased to offer you the position of Trainee Engineer at Blueline Computers. Here we are committed to both your personal and professional growth. You will, until revised later in writing at Blueline Computers sole and absolute discretion, receive a compensation of Rupees Three Lakh Thirty Six Thousands Only (INR 3,36,000/-) per year as your cost to company ("CTC").

If you choose to accept this offer, your effective date of employment with Blueline Computers shall be from June 01, 2019 and your place of employment shall be Mangalore. Additionally, on acceptance of this offer, you will be required to return the signed copy of this letter, no later than May 1.

Please be informed that in the event that signed copy of the offer letter along with the requisite documents are not received by March 5, 2019 the offer shall be deemed to be rejected.

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

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

Yours sincerely,

Yathiraj, Blueline Computers

Yathiraj

Acknowledgement

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

Name: *Nagini S*

Nagini S
Signature:

3rd Floor Brahma Samaja Complex. Near Navabharath Circle. Mangaluru, Karnataka 575003.
Contact/Whatsapp: +91 99001 44664. +91 80889 76718. Email: info@bluelinecomputers.com



Yathiraj
Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Strictly Private & Confidential

26 July 2019

Mangalore

Dear Shwetha,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join Diya Systems (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Graduate Engineering Trainee

Date of Joining – 28 July 2019

Your annual total earning potential will be **INR 2,42,605.00** /- and will be structured as per the attached **Annexure 1 - Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Diya Systems will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Diya Systems is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Diya Systems, we request you to send an email to hrteam@glowtouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Shreesha Mahajan, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at Diya Systems and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyamprasad Hebbar

Full Name: **Shwetha**

Senior Vice President – Corporate Services

Date : **26 July 2019**

1

Candidate's signature _____





Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
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ANNEXURE 1

COMPENSATION

Salary Component	
Annual Earning Potential	Annual (INR) INR 2,42,605.00 /- (please mention the total cash component amount as provided below)

SALARY ANNEXURE

Fixed Salary – A			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Basic	Fixed	6800.00	81600.00
DA	Fixed	3400.00	40800.00
HRA	Fixed	4080.00	48960.00
Advance Bonus	Fixed	700.00	8400.00
Special Allowance	Fixed	2020.00	24240.00
Total Fixed Salary – A		17000.00	204000.00
Other Benefit - B			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Gratuity.	Variable	491.00	5887.00
Provident Fund	Variable	1224.00	14688.00
Employee State Insurance	Variable	553.00	6630.00
Total Other Benefit - B		2268.00	27205.00
Additional Benefit - C			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Meal Coupons	Variable	700.00	8400.00
Medi Insurance	Variable	250.00	3000.00
Total Additional Benefit - C		950.00	11400.00
Total Gross Yearly CTC (A + B)		19268.00	231205.00
Total Gross Yearly CTC [(A + B) + C]		20218.00	242605.00

Candidate's signature _____

shwetha



[Signature]
Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
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1. **Employer contribution to the PF & ESIC :** is the contribution made by the company to Provident fund office & ESI corporation on employee account which is mandatory
2. **Gratuity :** Applicable as per Gratuity Act of 1972 . Eligibility starts after completion of 5 years of continuous service
3. **Mediclaime insurance premium paid by employer on account of employee as per company policy**

(Note 1: For International Worker Only* As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time)

(Note 2: Employee state insurance deduction of 0.75% of your gross salary will happen in your monthly pay and 3.25% of your gross will be contributed by company to Employee State Insurance Corporation. You will be getting identification card from ESIC office where you can avail different medical facilities)

ANNEXURE 2

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Diya Systems, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-a- vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by Diya Systems or employment with Diya Systems, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Diya Systems premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Diya Systems, including any such documents or materials from my previous employer. To the extent I feel that my employment at Diya Systems would require me to bring any third party documents or materials to Diya Systems I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Diya Systems. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Diya Systems to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Full Name: **Shwetha**

Date : **26 July 2019**

3

Candidate's signature _____

Shwetha



Kapoor
Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

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ANNEXURE 4

REQUIRED DOCUMENTATION (To be submitted on the day of joining)

- 1) Six (6) copies of your recent passport size photographs
- 2) Diya Systems offer letter (signed on all pages)
- 3) Diya Systems Terms of Employment (signed on all pages)
- 4) Relieving Letters from previous employer. If relieving letter is not available, Resignation acceptance mail with manager's name & designation (signature) certifying last working date from immediate previous employer. A copy of this mail should be submitted 1 week prior to the date of joining.
- 5) PAN card copy-3 copies
- 6) Aadhaar Card -3 Coloured Copy
- 7) Copy of highest education Graduation Degree/PG/Diploma (wherever applicable) certificates
- 8) Copy of highest education mark sheets (Last semester mandatory)
- 9) Documents in support of your age (10th/ 12th Mark sheet/Voter ID Card/Driving License etc)
- 10) Passport copy, if available

S

4

Candidate's signature _____

Shwetha



Kej...
Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Offer Letter

Date: 20/05/2019

Dear BIBINA K CHACKO,

On behalf of **CYdratech** we take great pleasure in offering you the position of **Trainee Software Engineer**.

We would like you to join us on or before **June 28th Friday 2019**. Your current location of work will be Mangalore. The appointment is terminable on giving written notice of 60 days by either side or salary in lieu of notice. Your target compensation will be **Rs. 3,80,000/-** (Rupees Three Lakh Eighty Thousand) per annum.

In the first instance you will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.

Performance Appraisal: All employees who join on or before 15th January will be eligible for a Performance Appraisal in April. Your eligibility for a compensation changes within the first year of joining will depend on performance and relative position within the compensation band for your role. Compensation details are confidential and not to be disclosed to any person other than your immediate manager.

This offer of appointment is valid up to a period of one week from the date of this letter. You will be governed by all the policies and procedures of the Company as applicable from time to time. The Company has the right to change or modify your terms and conditions of service at any time. Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other branch, location, Department, and establishment of the Company in India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

Please sign and return a copy of this letter as confirmation of your acceptance of the above. We look forward to a long and mutually beneficial relationship.

For Director,




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



+91-779-568-8482

CYDRATECH
Partners

ACCEPTANCE

In consideration of my employment with **CYdratech**, I agree to abide by all its policies and procedures, rules and regulations. If employed, I understand that I may terminate my employment with sixty days' notice, and that the Employer may terminate employment with sixty days' notice. If employed, I understand that my employment is for no definite period, and if terminated, Company is only liable for wages and benefits earned as of the date of termination.

I will bring along the following documents at the time of joining

21. Certificates supporting educational qualifications- 10th, 12th, Degree.
22. Four colour passport size photographs plus two stamp-size of self
23. Identity Proof (Copy)
24. PAN Card (Copy)

Confidentiality and Intellectual Property Rights Agreement:

I understand that any information regarding the Company's business or other relevant information shall remain secret and safeguarded by me. In consideration of employment, I understand that I am required to sign the Company's Confidentiality and Intellectual Property Rights Agreement before the commencement of my employment.

I am in agreement with the aforementioned terms and conditions of employment.

Signed: _____

Date: _____

25/5/2019




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Salary Breakup in Indian Rupees

Name:

Designation: Trainee Software Engineer

Particulars	INR Per Month	INR Per Annum
Fixed Components		
Basic Salary	12,500/-	1,50,000/-
HRA	8,333/-	1,00,000/-
Uniform Allowance	500/-	6,000/-
Research Allowance	2,000/-	24,000 /-
Grand Total	15,000/-	3,80,000 /-

Note: There might be slight change in the salary components once we introduce PF and Tax deduction.



[Handwritten Signature]

Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Date : 05.07.2019

To,
Mr. ASHISH A

Email : abinanthony2212@gmail.com
Contact No. : +91- 7760614712

Sub: Offer Letter

Dear ASHISH A,

This has reference to your application and the subsequent interview you had with us; we are pleased to offer you the post of "Graduate Trainee Engineer". in our organization, You shall join the company on or before 20TH July 2020, Your Monthly Gross Salary is Rs.15,000/- and CTC is Rs.1,80,0000/- for the year.

You are requested to bring the following documents at the time of joining the duty:

- I. Resume
- II. Aadhar Card (2 copy each)
- III. Pan Card (2 copy each)
- IV. 4 Latest Photograph
- V. Academic Marksheet copy
- VI. Cancelled cheque leaf having name mentioned in the signatory area or a passbook first page copy.
- VII. Residential Address Proof (Present & Permanent if both are same as per Aadhar card then not required)

The detailed appointment letter will be issued to you after your joining the services of the company.

Thanking you,

For UNITED RUBBER INDUSTRIES (1) PVT.LTD

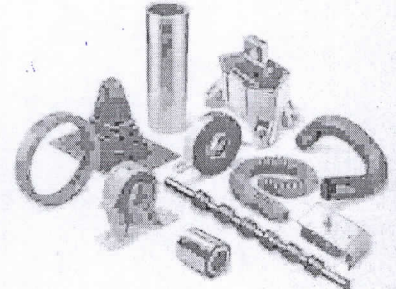

Tejal Lad

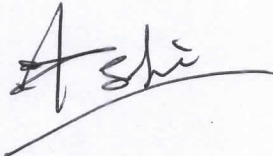


H R -Executive

UNITED RUBBER INDUSTRIES (1) PVT. LTD.

Jay Vajlankanj Industrial Estate,
Behind Gas Godown, Mira Bhayandar Kashi Mira Road,
Bhayandar (East), Mumbai - 401 105. (INDIA)
Phone : +91-22-2814 5134 / 35 / 36
Fax +91-22-2818 4614 • E-mail : domestic@unitedrubber.net
Website www.unitedrubber.net
CIN ; U25100MH2004PTC145901








Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



Our in house R & D unit is recognized by
Ministry Of Science and
Technology, Government of India.



Bluez Infomatic

BLUEZ INFOMATIC SOLUTIONS

2nd floorsathyam plaza,
Srisai school (opp),
Miller stop, Tirupur

Date:22-05-2019

Dear **HARSHITHA R SHETTY,**

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization as a **JUNIOR ASSOCIATE.**

You will be on training for an initial period of one month and on probation for a period of six months following successful completion of PT(Project Training). Your transition from trainee to probationer will be based on your appraisal at the end of the period of training.

Salary: **7K-15K/PM**, your joining date will be intimated through Call or Mail by June Month or **Contact : 9894396612 Mr.Jijo (08-June-2019)** to get your Joining Dates.

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

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

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

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

Yours truly,

AUTHORIZED SIGNATORY/SEAL

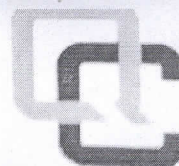
EMPLOYEE SIGNATURE

Ph.No - 0421 4352121

EMAIL: bluezinfomatic@gmail.com



DIRECTOR
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



OFFER LETTER

Dated:

Dear Ravi L,

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

Training In our incubation centre starts on ...,

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

NOTE:

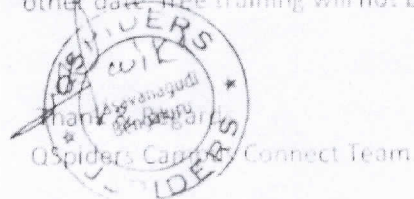
- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

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

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



9513684738 / 0663035838 / 8061922966



01, Hoyavadana fiao Rd, Basappa Layout, Gavipurom Extention,
Kempegowdo Noger, Bengaluru, Karnataka 560019

Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



DHRITI EDU SERVICES PRIVATE LIMITED, D NO 2-16-1400/23-24, PINTO CHAMBERS 1st FLOOR, KAVOOR ROAD, BEJAI MANGALORE KA 575004

21/04/2019

Offer letter

Dear Bharath N,

With reference to the Interview you had with us to the above post, we are pleased to inform you that you have been selected for the post "Trainee Engineer".

You will be reporting to Mr. Anand and will be posted at Mangalore Office. Your CTC (cost of the company) 3,00,000 (Rupees Three Lakh Only) per annum.

You will be on probation for a period of 3 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer letter is valid up to 24th May 2019 and accordingly you can join us on or before 24th May 2019. You may please bring along the documents as listed in the attached Annexure – II while joining us.

Your appointment will be subject to successful competition of background verification and probation period, Based on performance.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Thanking you.

Yours faithfully,

For Dhriti Edu Service Pvt Ltd,

Accepted

(Vikas M)

Signature & Name



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Date: 16th April, 2019

Ms. Ranjitha,
3-129/1(14)
Thodlagudda Kavoor
Mangalore-575015

Dear Ms. Ranjitha,

With reference to your interview you had with us, we are pleased to inform you that you have been found suitable for the post of Sales Executive for our unit "The Verda Saffron" at Mangalore in Sales Department.

You are required to report to Human Resource Department on 15th April, 2019, at the unit by 10:00 am to complete your joining formalities.

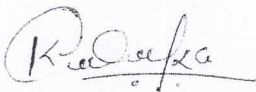
On the date of joining you must submit the copies of following documents. Originals to be carried along for verification.

1. Copy of educational certificates
2. Passport size photographs 06
3. ID Proof(Adhar card & Pan Card mandatory)
4. Pre-Employment medical
5. An application for the post

Please note that this offer of employment is subjected to satisfactory verification of all documents. You will be entitled to all other benefits including the salary pkg., in accordance with prevalent organization policies and conversation held with you.

Please acknowledge the document by 16th April, 2019. In case you fail to give the confirmation, this offer will stand withdrawn automatically.

Looking forward to see you on board and wishing you a great career with the Verda Group of Hotels.



Warm Regards,
Swagath Naik
HR Manager


Boutique Hotel
GHS Road, Hampanahalli
MANGALORE - 575 001
Ph: 0824 - 4255542
W: www.thesaffron.in






Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



ARNOLD

CONSULTING

Partnering to Succeed

01 September, 2019

Dear Anju Shaji,

This is further to our discussions regarding using your services as **Consultant – Talent Acquisition** in our organization.

We are pleased to confirm that we would like to enter into an agreement to provide services at Arnold Consulting Pvt Ltd. Bangalore. Below are some of the terms & conditions:

- 1) Your work would involve,
 - End to end recruitment activities, starting from Sourcing, up to on-boarding
 - Proactively build pipelines through web-sourcing, networking, leveraging group research, headhunting candidate referrals and other creative ways.
 - Locate and engage passive candidates through the use of LinkedIn, Boolean, and alternative search techniques.
 - Consistently maintain and track pipelines to update Hiring Managers and Recruiters.
- 2) Currently, we will be using your services for 5 days in a week (Monday - Friday) and 2nd and 4th Saturday will be working days and you will be available to take our business calls during other days of the week.
- 3) Arnold Consulting agrees to pay a sum of Rs. 25,000 per month towards the services, for which an Invoice would be submitted to Finance before the 5th of every month. Applicable TDS will be deducted.
- 4) Your DOJ is 08 October, 2019.
- 5) In the course of your contract with the Company you would have access to certain information that is confidential to the company; therefore, you are required to sign a Non-disclosure Agreement. You shall work and conducting good faith the consultancy contract assigned to you in perfect loyalty and to the best interest of the company and shall not divulge any information regarding the trade, business, work etc. of the Company to anybody directly or indirectly, at any time.

Arnold Consulting Private Limited, No. 1490, 25th A Main 26th Cross, Sector 2, HSR Layout, Bangalore - 560102; Tel: +91 9008466881; Website: www.arnoldconsultants.com

CIN No.: U74900KA2012PTC063765;




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



ARNOLD

CONSULTING

Partnering to Succeed

6) This contract is valid for a period one year and can be terminated by either party by giving 30 days' notice.

The detailed Appointment letter with all the terms and conditions and NDA would be shared to you shortly.

Thanking you and looking forward to a continued valuable association with you.

Yours faithfully,

Cyril Nandan Nazareth
CEO
Arnold Consulting Pvt Ltd

Signature: Angu Shaji

Name: Angu Shaji

Arnold Consulting Private Limited, No. 1490, 25th A Main 26th Cross, Sector 2, HSR
Layout, Bangalore - 560102; Tel: +91 9008466881; Website: www.arnoldconsultants.com

CIN No.: U74900KA2012PTC063765;



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

LETTER OF INTENT

Date: 16/05/2019

Dear Manjusha M Y,

Congratulations!!!

With reference to your application & the subsequent interview you had with us, we are pleased to offer you the position of **Business Development Executive** in our organization. You would be required to join us on **17/06/2019** failing which this offer will automatically stand cancelled, unless a new date is agreed to by us in writing.

Your total Cost to the Company will be Rs.5, 03, 400 /- (inclusive of fixed + performance linked incentive).

Components	Fig in INR/Month
Basic	8,400
HRA	3,600
AA	1400
TA	800
MA	1,250
SA	4,550
Total Fixed Cash	20,000
ESI/Insurance	950
PLI	21,000
Total	41,950
Total CTC	503,400

You will be on training for a period of 5 days; there after clearing the evaluation process, you will enter the probation for a period of 3 months. A detailed Employment confirmation letter will be given to you subject to the clearance of the probation completion period criteria.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that together we can build a world leader. We assure you of our support for your professional development and growth.

For DreamGains Financials India Private Limited



Rajen Patwari

HR Manager


Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



13/04/2019

Dear Akshay Kumar Sonar,

We are delighted to extend to you an offer to join Electro instruments as a Trainee Engineer. After careful consideration of your qualifications and experience, we are confident that you will make a valuable addition to our team.

Position: Trainee Engineer
Start Date: 28/04/2019
Salary: 3,50,000

Your responsibilities as a Trainee Engineer will include, but are not limited to:

- Assisting in the development and implementation of solutions.
- Collaborating with team members to design and test applications.
- Participating in training programs and workshops to enhance your technical skills.
- Supporting senior engineers in various project tasks.
- Contributing ideas and insights to improve our development processes.

We believe that this role will provide you with an excellent opportunity to gain hands-on experience in engineering while working alongside experienced professionals in the field. At Electro instruments, we are committed to fostering a supportive and collaborative work environment where you can thrive and grow in your career.

To accept this offer, please sign and return a copy of this letter. Additionally, please provide necessary documentation and complete any pre-employment requirements.

Congratulations and welcome to the team!

With best wishes,

Ravi Shankar P

Team Lead

Name: Akshay Kumar Sonar

Signature: A K Sonar




Director
SHREE BEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Date: 19 DEC 2019

**PROVISIONAL LETTER OF OFFER TO CAREERS IN
JAPAN PROGRAM**

October 2024 Intake

Dear Nisha C M,

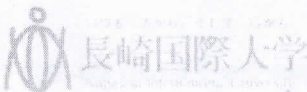
Congratulations!!!

We welcome you to take the first step towards your career in Japan. Learning the Japanese Language opens career opportunities in Japan and Japanese Organization across the globe. Kindly note that this is a Provisional Letter of Offer for the Japanese Language Program - Level N5 & Part Level N4 in India and N4 & N3 at Nagasaki International University. Entry into the program is subject to your successfully clearing your registration process and documentation as stipulated. Please note that this offer is open for a period of 7 days only from the date of issue of the same.

The registration process for the Japanese Language Program is as below —

1. The 1st Instalment fee for the program is - Rs. 45,000/- (GST @ 18% is extra) towards registration and admission.
2. The duration of the program shall be between four to six months in India and shall include training in the Japanese Language. You shall be intimated about the exact timings of class before commencement of the JLP-NS. The program duration in Japan shall be for 12/18 months.
3. After your registration to the Japanese Language Program (JLP) - NS, you shall apply to the Nagasaki International University in Japan wherein, you will undertake the JLP - N4 and N3 program. Please note that seats are limited and admission to the Institute is on a first-come-first-serve basis.
4. A Provisional Letter of Offer shall be made to you by the University after which, your "Student Visa" Process shall commence.
5. On successfully obtaining the COE, Visa and clearance of the JLP - N5, you need to relocate to Japan to the institute allocated to you for the purpose of studying the JLP. Simultaneously, you shall be assisted by the Japanese University to be employed in a "Part-Time Job" to be undertaken alongside their JLP (within 90 days from your arrival in Japan). The Part-time Job may not be a technical Job. You will be permitted to work legally for not more than 28 hours per week.

Your final placement is subject to your clearance of the Japanese Language Program — N5, N4 and N3, your proficiency of the Japanese Language and clearing the Job Interview. Assistance for the Final job shall be offered through the University through Campus



2825-7 Huis Ten Bosch Machi, Sasebo City, Nagasaki 859-3298
www.niu.ac.jp



[Handwritten Signature]
Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

- interviews/ Job fairs/ **Direct hire/ Referral hire**. Your final Job may require you to work in Japan/ **Japanese organisation anywhere in the world**.
- s. You need to fill-up **the application** form, read and understand the "Educational Advisory **Services Agreement**" and thereby sign and accept the **terms and conditions** at the time of application (duly **signed by candidate** and parent/ **guardian**).

The payment schedule shall be as follows -

Event / Description	Amount	With 18% GST	Date
1 st Instalment fee	Rs. 45,000/-	Rs. 53,1fXI/-	Immediate
2 nd Instalment fee	Rs , ,« ,-	Rs 1,77000/	Within 1 month from 1 st Instalment
3 rd Instalment fee"	Rs. 2,35,000/-	Rs 277,300/	Immediately after release of COE by the Institute/ University
Tuition Fees to Nagasaki International University includes JLP N4 and N3 Coaching, Tuition fee for 12 months, 06 months accommodation and Insurance for 1 year "		JPY 10,00,0ff0/-	
Fees to be paid directly to the University			

* Payment to be made after issue of COE

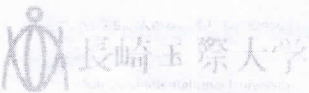
All payments should be made through NEFT only. Loans are available from any Indian Nationalized Bank.

Refunds:

- The registration fee is Non-Refundable as well as Non-Transferable for any reason whatsoever.
- 5D•X» of the second Instalment amount shall be refunded provided COE has not been issued from the Ministry of Justice, Government of Japan.
- In case the COE has been rejected by Ministry of Justice, Government of Japan due to lack of documents, non-submission of documents or false information from your end, there shall be no refund of any amount.

Your remittances towards registration to the JLP can be made online or deposited at the nearest Yes Bank Branch to —

Account Name: SilverPeak Global Private
 LimitedAccount No.: 092463700001902
 IFSC code: YESB0000924
 Swift Code: YESBINBB
 Branch: Gandhi Bazar



2825-7 Huis Ten Bosch Machi, Sasebo City, Nagasaki 859-3298
www1.niu.ac.jp




Student Signature

Note:

- 1) Provide us with proof of deposit (details to be filled up below) for us to raise a receipt.
- 2) A copy of this letter has to be signed and sent to SPG by courier/ hand delivered to commence the process.

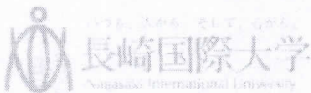

We welcome you once again and wish to see you achieving great success in life!

Best Regards,




Manasa HN
Human Resources seamen'
SilverPeak Global Pvt. Ltd.
Bangalore, INDIA

Nagasaki International University has authorised SilverPeak Global Pvt Ltd (SPG) to select candidates, teach the Japanese Language and assist in the immigration formalities of the candidate. SPG is licensed as a Recruiting Agenl under the Emigration Act, 1983 - Ministry of External Affairs, Government of India to recruit and deploy Indian workers with foreign employers. SPG is designated as the exclusive licensee for J-cert (Certificate of Japanese as a Foreign Language for Living, Business and Professionals) exam for the Indian Subcontinent.



2825-7 Huis Ten Bosch Machi, Sasebo City, Nagasaki 859 3298
www1.niu.ac.jp



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

CHINTAMANI AUTOMATION

Single Source For MacThine Tool Upgradation

Authorised Dealer for :- GIVI MISURE linear scales for CNC macThines and DRO applications.
MacThine Tool Accessories. Spares for CNC MacThine Tools.



Dear Karthik S,

Chintamani Automation is pleased to offer you an Internship opportunity as a "Trainee SoftwareEngineer". You will report directly to Co-founder & CTO, Vinith Pai.

For this position, your major duties will include work on building capabilities across product growth and digital marketing. Date of Joining for the position starts from 15th of February 2019, for a duration of 3 Months. Upon conclusion of the role, you'll be bestowed with "Internship Certificate" and a stipend on performance basis.

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to Chintamani Automation. You agree that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside Chintamani Automation.

Congratulations and welcome to the team!

Yours Sincerely,
P Smitha Kamath
Co-founder & CEO
Chintamani Automation

ACKNOWLEDEMENT

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

(Signature & Date)

06/02/2019

No. 702, 7th Floor, GIRIBJ CLASSIC, Plot No. 65, Opp: Sai Proviso DThaniThNTha, Sector - 20, Kopar KThairane, Navi Mumbai - 400709 • Tel. : 022 - 79627322 • Mob.: +91 9892012565 • Email: givi.cThintamani@gmail.com



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

OFFER LETTER

Date: 12/04/2019

Dear Ashwanth R,


On behalf of NaVinod Technologies LLP (Aykan®) we take great pleasure in offering you the position of Trainee Software Engineer.

We would like you to join us on or before May 29th 2019. Your location of work will be NaVinod Technologies LLP (Aykan®) 3rd Floor, ABCO Trade Centre, NH-66, Kottara Chowki Mangalore, Karnataka 575006, IN. The appointment is terminable on giving written notice of 60 days by either side or salary in lieu of notice. Your target compensation will be Rs. 3,00,000/- (Rupees Three Lakh only) per annum.

In the first instance you will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expire of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.

This offer of appointment is valid up to a period of one week from the date of this letter. You will be governed by all the policies and procedures of the Company as applicable from time to time. The Company has the right to change or modify your terms and conditions of service at any time. Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other branch, location, Department, and establishment of the Company in India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

For NaVinod Technologies LLP



(Vinod Kumar, Co-founder & CEO)

ACCEPTANCE

In consideration of my employment with NaVinod Technologies LLP (Aykan®), I agree to abide by all its policies and procedures, rules and regulations. If employed, I understand that I may terminate my employment with sixty days' notice, and that the Employer may terminate employment with sixty days' notice.

Signature:  _____

Date: 14/12/19




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE