

June 25, 2019

HRD/3T/1004540939/19-20

Mr. Muhafeez M .
Nileshwar post
Kerala
India

Ph: +91-7704848556

Dear Muhafeez M,

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

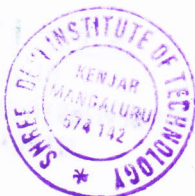


Signature Not Verified

Digitally signed by Richard 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
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askus@infosys.com
www.infosys.com

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Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

June 25, 2019

HRD/1004540939/19-20

Mr. Muhafeez M
Nileshwar post
nileshwar Kerala
India

Ph: +91-7704848556

Dear Muhafeez M,

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**.

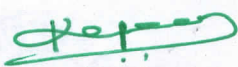
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in 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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Page 1 of 10




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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:



- 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.



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 2019 - 20 will be as follows:

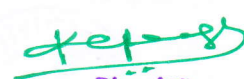
95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

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

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




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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.



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 2019-20. 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.




Director
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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.




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

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: 28/06/2019, 20 19

MPLR

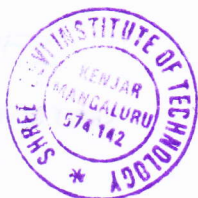
Sign your name

Muhafess M Kerala
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



[Signature]

Director
SHREE NEW INSTITUTE OF TECHNOLOGY
MANGALORE

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Muhafeez M.			
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				



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

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Muhafeez M.			
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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(Signature)
Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



Dear Prathiksha,

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 19/07/2020.

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

Prathiksha
(Signature)



Gopala
Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Date: 14/06/2020

OFFER LETTER

Dear Chithra P J,

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.

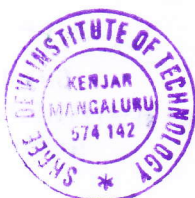
Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and 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.

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




Director
SHREE DEW 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: 04/07/2020

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: Chithra P. J

DATE: 16/06/2020



(Candidate's Signature)





CORIZO

Empowering Tomorrow's Leaders

OFFER LETTER

Date: 17/10/2019

Dear Yashasvi,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment offer with **Corizo Edutech**.

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 ten(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 **Business Development Associate** 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 (of with 15,000 INR will be fixed and 10,000 INR will be variable incentive) per calendar month. (Excluding training period)

Probation Start Date: 02/11/2019

Probation End Date: 02/02/2020

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.

5th floor Classic Arena VMF2+7FJ,
Hosur Rd, AECS Layout - A Block,
Singasandra, Bengaluru, Karnataka
560068

support@corizo.in

corizo.in




Director
SHREE DEW INSTITUTE OF TECHNOLOGY
MANGALORE



Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

During your employment with Corizo Edutech and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Corizo Edutech. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Breaches and violations

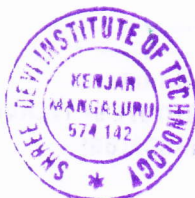
Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to terminate your employment and further legal actions will be taken.

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**

5th floor Classic Arena VMF2+7FJ,
Hosur Rd, AECS Layout - A Block,
Singasandra, Bengaluru, Karnataka
560068

support@corizo.in

corizo.in




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



CORIZO

Empowering Tomorrow's Leaders

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to sahana.hr@corizo.co.in within 2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Corizo Edutech if we do not receive your acceptance as per the mentioned timeline.

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

Job Type: Full-Time Employment (After Probation Period)

Location: Bangalore

DOJ: 02/11/2019

Pay after Probation period: CTC 4LPA + Incentive 2.5LPA

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Corizo Edutech.

NAME: yashasvi

DATE: 19/10/2019

(Candidate's Signature)

1. Graduation Certificate-12th standard or equivalent examination mark sheet
2. Colour scanned copy of your photographs
3. Aadhar Card Scanned Copy.
4. PAN Card Scanned Copy.
5. Bank Account Details: Bank Name, Your Name as per Bank records
6. Account Number, IFSC Code.

5th floor Classic Arena VMF2+7FJ,
Hosur Rd, AECS Layout - A Block,
Singasandra, Bengaluru, Karnataka
560068

support@corizo.in

corizo.in



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

13th February, 2019

Sub: Offer of employment by Pin Click

Dear Jibin Philip,

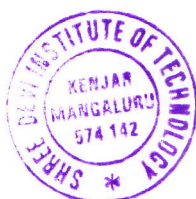
Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “**Property Advisor**”, with effect from 1st July,2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Jibin Philip	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	01-July -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
	Benefits		
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
Note: 1. Performance Enhanced Incentives Is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training			
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			



Jibin

Page 1 of 1

Jibin
Director
SHREE DEW INSTITUTE OF TECHNOLOGY
MANGALORE

Date : 19 DEC 2019

PROVISIONAL LETTER OF OFFER TO CAREERS IN JAPAN PROGRAM

October 2020 Intake

Dear Ajay John,

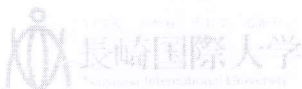
Congratulations!!!

We welcome you to take the first step towards your career in Japan. Learning the Japanese Language opens career opportunities in Japan and Japanese Organisations 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 —

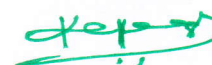
1. The 1st Instalment fee for the program is - Rs. 45,000/- (GST @ 18% is extra) towards registration and admission.
2. The duration of the program shall be between four to six months in India and shall include training in the Japanese Language. You shall be intimated about the exact timings of class 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 - NS, 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




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 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. 53,1fXl/-	Immediate
2 nd Instalment fee	Rs. 2,35,000/-	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

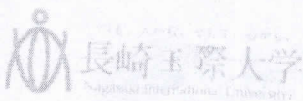
All payments should be made through NEFT only. Loans are available from any Indian Nationalised Bank.

Refunds:

- The registration fee is Non-Refundable as well as Non-Transferable for any reason whatsoever.
- 50% 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 Limited
 Account 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



[Handwritten Signature]

Director
SHREE DEW INSTITUTE OF TECHNOLOGY
MANGALORE

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.

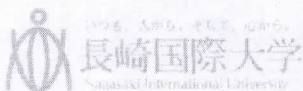
We welcome you once again and wish to see you achieving great success in life!

Best Regards,

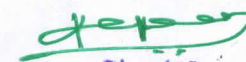


Manasa HN
Human Resources seamen'
SilverPeak Global Pvt. Ltd.
Bangalore, INDIA

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
www.niu.ac.jp



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Offer Letter

Date: 02/06/2020

Dear DIVYA ABRAHAM,

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 20th 2020**. 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

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

1. Certificates supporting educational qualifications- 10th, 12th, Degree.
2. Four colour passport size photographs plus two stamp-size of self
3. Identity Proof (Copy)
4. PAN Card (Copy)

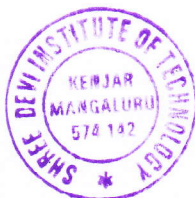
Confidentiality and Intellectual Property Rights Agreement:

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: 4/6/2020




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.



Director

SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

CodeCraft Technologies

USER EXPERIENCE • MOBILITY • CLOUD

4-April-2019

To,
Mithun R.

Dear Mithun R,

With reference to your application and subsequent interview with us, we are pleased to offer you the position as "Trainee Software Engineer" with CodeCraft Technologies Pvt Ltd.

At CodeCraft Technologies 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 CodeCraft Technologies Pvt. Ltd. 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 onboard!

2nd Floor, Classique Arcade, K S Rao Road, Mangalore – 575001, Karnataka, India

Phone: +91 824 2443697 | CIN: U72200KA2011PTC058348

Page 1 of 6




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Annexure I

1. Date of Joining ("18-June-2019")

You are expected to report to work not later than at 10:00 hrs at CodeCraft office Premises located at Classique Arcade, 2nd Floor, K.S.Rao Road, Mangalore – 575001. On your joining date, you will be required to sign the Employment Agreement detailing the specific terms and conditions of your engagement with CodeCraft.

2. Salary

Your Annual Total Employment Cost to the Company would be INR 2,48,778 per annum (Two Lakhs Forty Eight Thousand Seven Hundred Seventy Eight only) the details of which is given in the Annexure II attached below.

3. Place/Transfer

Your present place of work will be at Place (Mangalore Office), but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

4. 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.

5. Leave Policy

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

6. 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.

2nd Floor, Classique Arcade, K S Rao Road, Mangalore – 575001, Karnataka, India

Phone: ++91 824 2443697 | CIN: U72200KA2011PTC058348

Page 2 of 6




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

7 Commencement of Employment

You will be governed by the rules, regulations and the other Company policy (together the "Company Policy") of CodeCraft Technologies Pvt Ltd as applicable, enforced, amended or altered from time to time during the course of your employment. Upon the commencement of employment, you would be required to submit to the Company all documents as outlined in Annexure III within 2(Two) days. Any delay in submitting documents beyond 2(Two) day will result in termination of your employment.

8 Working Hours

Your working hours will be as advised to you by your superiors from time to time but will not ordinarily be over 48hrs working hours a week.

9 Notice Period

The Employee shall serve a notice period for Three Months (3 Months). The Notice Period shall start from the date of acceptance of his/her resignation by his/her manager ("Notice Period").

10 Retirement

Subject to earlier termination of this engagement, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

11 Your Responsibilities towards CodeCraft

- a. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.
- b. You will be required to maintain utmost secrecy in respect of Project documents, technical or other important information, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
- c. You will be required to comply with all such rules and regulations as the Company may frame from time to time.



CodeCraft Technologies

USER EXPERIENCE • MOBILITY • CLOUD

- d. This Offer letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it becomes known that you have made a false statement after due background verification (or have not disclosed a material fact) resulting in your being offered this Offer, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

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

With best wishes,

For CodeCraft Technologies Pvt Ltd [DIN: 03496413]

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 CodeCraft Technologies Private Limited. I understand that this offer is contingent upon successful completion of reference and a background check if required.

Name: *M. P. Thirumala*

Date: *6/04/2019*

Signature: *[Handwritten Signature]*

2nd Floor, Classique Arcade, K S Rao Road, Mangalore – 575001, Karnataka, India

Phone: ++91 824 2443697 | CIN: U72200KA2011PTC058348

Page 4 of 6



[Handwritten Signature]
Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Annexure II: Cost to Company

Components	Monthly	Annual
Basic	8239	98868
HRA	3295	39540
Medical Allowance	1250	15000
Conveyance Allowance	1600	19200
Special Allowance	2093	25116
Gross (A)	16477	197724
Employee Contribution		
PF	989	11868
PT	200	2400
ESI	288	3456
Total Employee Contribution (B)	1477	17724
Employer Contribution		
PF	1084	13008
EESI	783	9396
Total Employer Contribution (C)	1867	22404
Performance Bonus (D)	0	18000
Mediclaime (E)	0	8850
LIC (F)	0	1800
Take Home (A-B)	15000	180000
CTC (A+C+D+E+F)	18344	248778

Note: Performance Bonus would be paid to you on completion of your 2 Years from DOJ based on your performance only or company policy. The above will be paid (CTC) subject to tax deductions at source as per Income Tax Act, and Professional Tax.




 Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Annexure III: Documents to be submitted on the Day of Joining

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

1. Standard X and XII Mark sheets equivalent.
2. Degree certificate and mark sheets for all semesters.
3. Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
4. Aadhaar Card
5. Experience certificate from your previous employer (If applicable).
6. Relieving letter from your current employer indicating the date of release (If applicable).
7. Copy of Passport if having.
8. Address proof (Passport/ Ration card/ Telephone bill/ Electricity bill, Rent agreement).
9. PAN Card
10. Six photographs - passport size
11. Your original documents will be returned to you after verification.




Director
SHREE DEW INSTITUTE OF TECHNOLOGY
MANGALORE

24th September, 2019

To,
Ms. Sagarika,
Tel.No:9606722473

Dear Sagarika,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Executive"

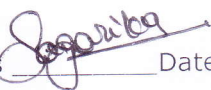
Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	24,000	2,88,000
House Rent Allowance	:	3,000	36,000
Additional HRA	:	6,000	72,000
Transport Allowance	:	2,000	24,000
Telephone Allowance	:	1,000	12,000
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,500	30,000
Total:Rs. Six Lakh Seventy Eight Thousand only p.a.	:	56,500	6,78,000


Regards,
Jaro Education

Sushant Malliya
General Manager – Human Resources

I agree to the above and attached terms & conditions

 Dated 26/09/2019




Director
SHREE DEV 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

15/04/2020

Offer letter

Dear Gururaj,

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 2020 and accordingly you can join us on or before 24th May 2020. 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,

(Vikas M)

Accepted

Signature & Name



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

NEXEL - Futureize the Innovation

Mukka, Surathkal, Mangaluru. Ph no: 7829843942 Email: nexel.cd@gmail.com State: 29-Karnataka



Dear Ajay Kodoth,

We are delighted to extend this formal offer of employment for the position of Trainee Software Developer at Nexel Futureize the Innovation. Your skills, experience, and enthusiasm make you an excellent fit for our team, and we are excited about the opportunity to welcome you aboard.

Position: Trainee Software Developer

Start Date: 07 June 2020

Salary: INR 3,00,000 per annum

As a valued member of our team, your contributions will play a crucial role in the success and growth of Nexel Futureize the Innovation.

This offer is contingent upon successful completion of necessary background checks. Please review the enclosed documents carefully, including the terms and conditions of your employment. If you accept this offer, please sign and return the enclosed copy of this letter as earlier as possible.

We are confident that you will make significant contributions to our team, and we look forward to your positive response. Should you have any questions or require further clarification, please do not hesitate to contact me at 7829843942 or nexel.cd@gmail.com.

We are excited about the prospect of you joining our team and contributing to the success of Nexel Futureize the Innovation. Thank you for considering this offer, and we hope to welcome you soon.

For : NEXEL - Futureize the Innovation

Sidharth V.K (CEO & Founder)

Agreed and Accepted: I am thrilled to accept the Software Developer position at Nexel Company with a salary package of 3LPA. I look forward to contributing to the team's success and beginning on 07 June 2020.

Name: ~~Ajay~~

Signature:

Date: 9/06/2020



Director
SWREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

OFFER LETTER

Date: 08/04/2020

Dear Navyashree G N,

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 26th 2020. 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

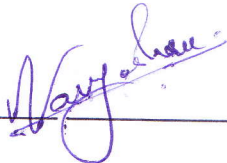


(Vinod Kumar, Co-founder & CEO)

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: 09/04/2020



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

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.

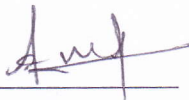
For:
Manisha
TheoryDesk



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

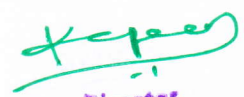
Signature :

Name:


Arya

Date: 30/5/2020

256, 2nd Main, 10th Cross, Padmanabhanagar (BSK II Stage), Bengaluru, Karnataka, India, 560070.


Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Date: 14/05/2020

Dear Mohammed Ismail Ashir,

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

We would like you to join us on or before **June 15th 2020**. Your current location of work will be Bangalore. 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. 4,80,000/-** (Rupees Four Lakh Eighty Thousand) per annum.

During your probation period of Six months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 400,000/-. This includes an annual target incentive of INR 22,500 /- as well as Numark contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Numark performance and your performance. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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.

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

Yours sincerely,
Naveen, Numark

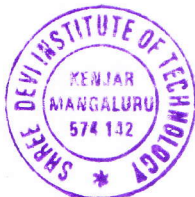


I have read the offer, understood and accept the above mentioned terms and conditions.

Sign: _____



Date: 15/05/2020




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

CHINTAMANI AUTOMATION

Single Source For MacThine Tool Upgradation

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



Dear Yathinraj M S,

Chintamani Automation is pleased to offer you an Internship opportunity as a "Trainee Software Engineer". 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 2020, 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)

No. 702, 7th Floor, GIRIBJ CLASSIC, Plot No. 65, Opp: Sai Proviso DThanisThNTha, 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

March 5, 2020

Offer Letter

Dear Akhil Raj,

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, 2020 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 10, 2020 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: Akhil Raj

Signature: 

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




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

WELT WORKFLOW

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

Date: 28-05-2020

Dear Nishank Shetty T,

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-2020”)

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.




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

- Working Hours

Your working hours will be as advised to you by your superiors from time to time but will not ordinarily be over 48hrs working hours a week.

- Notice Period

The Employee shall serve a notice period for Three Months (2 Months). The Notice Period shall start 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: *Nishank*

Signature: 

Date: 29/05/2020




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



Cranes Software International Limited

Correspondence Address:
#82, Presidency Building, 3rd & 4th Floor,
St. Marks Road, Bengaluru - 560 001, Karnataka

Ph: +91 80 6764 4800/4848
Fax: +91 80 6764 4888
Email: training@cranesoftware.com

Date: 13th January 2020.

To

Mr. Srigopal
Shree Devi Institute of Technology
Mangalore - 574142
Karnataka, India

Sub: Offer letter for Complementary Training

Dear Mr. Srigopal,

Congratulations!

This is with reference to your interview with us on January 13th 2020.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we hereby inform that you have been selected by Cranes Software International Ltd, Bangalore for a 30 Days complimentary training session in specific domains relevant to industry to improve your technical skills as per our client's specifications at the below mentioned address.

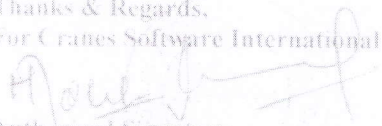
Cranes Software International Ltd,
#82, Presidency Building, 3rd & 4th Floor, St. Marks Road, Bangalore - 560 001
Website: www.cranesvarsity.com

On successful completion of the training program from Cranes Software International Ltd and receiving of results of your semester without history of backlogs, you will be eligible for hiring process with our respective clients in embedded Domain Software technologies.

The training schedule will be intimated after completion of your 8th semester.
You can contact Mrs. Manjula S Nayak (Contact No: 9880032256).

Wishing you a successful completion and enriching tenure.

Thanks & Regards,
For Cranes Software International Ltd


Authorized Signatory







05 September, 2020

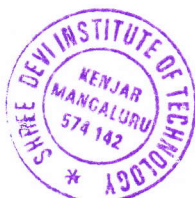
Dear Lekha M A,

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 1 October, 2020.
- 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.
- 6) This contract is valid for a period one year and can be terminated by either party by giving 30 days' notice.

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

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: _____

Name: _____

Lekha M.A.



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

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;



Institute: Shree devi Insitiute of technology

Date: 02/01/2020

Sub: Letter of Intent

Dear Prabal A shetty,

We are glad to inform you that you have been selected for the position of **Trainee Software Engineer** in our company with the business vertical – MFX GD (A Division of Qess Corp Limited). During your Training/Probation period you are required to undertake all duties and activities as assigned to you by your Reporting Manager. Based on your performance, you will be confirmed at the end of six months.

Your starting salary as a Trainee will be INR 2,70,000/- per annum. You shall abide by the Rules and Regulations of the Company policy.

In the event of your leaving our company during the Training/Probation period you need to serve a notice period of 30 days.

You are required to bring the following documents at the time of your joining;

91. 4 Passport size photographs
92. Education certificates
93. Address Proof (any of the following – Driving License, Voter's ID, Passport Copy)
94. Pan Card (Mandatory)
95. Cancelled cheque
96. Past experience documents, if any

You can indicate your acceptance of the appointment by signing a copy of this letter.

Congratulations and welcome on board!! We look forward to working with you.

Yours sincerely,

For Qess Corp Limited

Shveta Kaw
DGM HR

Prabal Shetty
02/01/2020
Prabal A Shetty

MFX Infotech Pvt. Ltd. (A Qess Company)

Prestige Omega 1st Floor, EPIP Zone, Road no: 2, Vijaynagar, Whitefield, Bengaluru – 560066

Tel: +91 80 4657 8700 | connect@mfxservices.com | www.mfxservices.com | CIN: U74220KA2014PTC074949

Qess House, 3/3/2, Bellandur Gate, Sarjapur Road, Bengaluru – 560103, Karnataka, India



Prabal A.

Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



28/03/2020

Dear Jagadishgowda N M,

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: 20/04/2020
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: Jagadish Gowda

Signature: Jagadish N. M.




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



December 23, 2019

Dear Anusha P,

We would like to extend an Internship program, at Terralogic Software Solutions Private Limited, which is located at #15, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034.

Attached, please find an Internship Agreement that will explain the basic details of your internship.

We are very excited about the possibility of you joining us and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in the Internship Agreement.

Best Regards,

Darshika C
HR Executive

Terralogic Software Solutions Private Limited

Reg. Office: #15, 2nd Floor, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034. Tel: 080 41605111
CIN: U72200KA2008PTC045010. Email: info@terralogic.com Website: <http://www.terralogic.com>



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

INTERNSHIP AGREEMENT
Private and Confidential

Terralogic Software Solutions Private Limited, a company incorporated under the companies act, 1956 and having its registered office at #15, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore 560034, hereinafter referred to as the "**Company**";

and

Anusha P hereinafter referred to as the "**Intern**".

IT IS HEREBY AGREED AS FOLLOWS:

COMMENCEMENT OF INTERNSHIP

1. The Intern shall perform any such duties as are incidental or implied and consistent with the background, training and qualifications or may be reasonably delegated as being in the best interest of the Company.
2. The internship duration is 3 months, starting from January 20, 2020 to April 20, 2020.
3. During internship the individual performance will be evaluated on daily basis. Intern who has successfully completed the internship and meets the expectations will be offered employment with Terralogic as a 'Trainee Software Engineer' and the position is full time with 2 years of employment bond.
4. The Intern is not allowed to undertake other activities, except with prior written consent of the Company, and whether or not the Intern receives financial compensation for these activities.

STIPEND

1. The Intern shall receive a starting monthly stipend of Rs 10,000 (Ten Thousand only).

RULES AND REGULATIONS

1. The Intern shall, in addition to the terms and conditions of internship specifically stated herein, also be governed by the rules, regulations and other such practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
2. The Intern shall be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

Terralogic Software Solutions Private Limited

Reg. Office: #15, 2nd Floor, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034. Tel: 080 41605111
CIN: U72200KA2008PTC045010. Email: info@terralogic.com Website: <http://www.terralogic.com>




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

CONFIDENTIALITY AND INVENTIONS

1. The Intern shall sign a Confidentiality and Intellectual Property Agreement with the Company prior to start date. In case of any breach or default by the Intern under the Confidentiality and Intellectual Property Agreement, this Agreement may be terminated by the Company with immediate effect.
2. The Company considers the protection of its confidential information and proprietary materials to be very important. You will have a duty and obligation to scrupulously observe the ethical code of fullest confidentiality and shall not reveal any confidential information, which you would come across in the course of your internship, during the tenure of your internship or any time thereafter. Any invention, improvement or designs conceived by you while in our internship which is within the existing or contemplated scope of the business of the Company shall become the Company's exclusive property for all countries. For purposes of this section and expression "The Company" shall in addition to Terralogic Software Solutions Pvt. Ltd. will include any firm, person or Company subsidiary to or affiliate with the Company.

TERMINATION OF INTERNSHIP

1. Company can terminate this agreement at any point of time if the performance of the intern doesn't meet company expectations.
2. In the event of termination of this Agreement, the Internship of the Intern with the Company will cease and the provisions of the Agreement (other than the provisions of Confidentiality and Inventions Agreement) shall not have any further effect. On termination, the Company shall not have any further liability to the Intern other than for remuneration, allowances and perquisites, which have accrued prior to the effective date of termination of internship.
3. In the event that the Intern decides to leave the company's internship program within the first 3 months or post-completion of internship if the intern rejects the employment offer then the intern is liable to pay back the expenses incurred by the Company in training for the position. The company reserves all rights to take action in such events.
4. This Agreement may be terminated by the Company without notice or payment in lieu of notice if it has reasonable grounds to believe that the Intern is guilty of misconduct or negligence, or has committed any breach of this agreement. Termination of the Agreement under this sub-paragraph would be without prejudice to:
 - a. The Company's right to claim the actual damages it has suffered through this breach and
 - b. Any other relief to which the Company may be entitled under contract, law or equity.
5. Misconduct will include without limitation:
 - a. Absence from service without prior notice in writing or without sufficient cause for seven days or more;
 - b. Going on or abetting a strike in contravention of any law;
 - c. Causing damage to the property of the Company

Terralogic Software Solutions Private Limited

Reg. Office: #15, 2nd Floor, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034. Tel: 080 41605111
CIN: U72200KA2008PTC045010. Email: info@terralogic.com. Website: <http://www.terralogic.com>




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

ENTIRE AGREEMENT

This letter agreement supersedes and replaces any prior agreements, representation and understanding, whether written, oral or implied, between you and the Company.

We hope that you will accept our offer to join Terralogic Software Solutions Private Limited. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of these letter agreements, and returning them to the Company. By signing this letter agreement, you confirm to Terralogic Software Solutions Private Limited that you have no contractual commitments or other legal obligation that would prohibit you from performing your duties for Terralogic Software Solutions Private Limited. The offer if not accepted, will expire at the close of business on **December 30, 2019**.

GOVERNING LAW

This Agreement is governed by and in accordance with the laws of India.

I, **Anusha P** have read and understood the above, and accept the appointment upon the terms and conditions as outlined above for my position at Terralogic Software Solutions Pvt. Ltd. I will be joining on or before _____

Signature : Anusha Name: Anusha
Date : 25/12/2019

For Terralogic Software Solutions Private Limited:

Darshika C
Name
Darshika C
Date: 23-12-2019

Terralogic Software Solutions Private Limited

Reg. Office: #15, 2nd Floor, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034. Tel: 080 41605111
CIN: U72200KA2008PTC045010. Email: info@terralogic.com Website: <http://www.terralogic.com>



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Strictly Private & Confidential

26 July 2020

Mangalore

Dear

Akshitha J Shetty

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 2020

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.

Akshitha J shetty, 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: Akshitha

Senior Vice President – Corporate Services

Date : 26 July 2020

1

Candidate's signature _____





Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

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ANNEXURE 1

COMPENSATION

Salary Component	
	Annual (INR)
Annual Earning Potential	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 *Ashwika*



Koppe
Director
SHREE DEW INSTITUTE OF TECHNOLOGY
MANGALORE

Strictly Private & Confidential

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. Mediclaim 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.

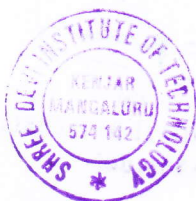
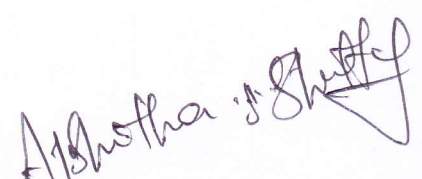
ACKNOWLEDGED AND AGREED:


Full Name: Akshitha J Shetty

Date : 26 July 2020

3

Candidate's signature _____




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Strictly Private & Confidential

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

Candidate's signature _____

Alghathi's Shetty



Deepa
Director
SHREE DEW INSTITUTE OF TECHNOLOGY
MANGALORE

OFFER LETTER

Date: 08/04/2020

Dear Navyashree G N,

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 26th 2020. 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.

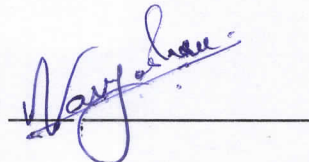
For NaVinod Technologies LLP

(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: 09/04/2020



Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

10/04/2020

Sub: Offer letter for the post of Trainee Engineer

Dear Leon Thomas K,

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 2nd May 2020 and accordingly you can join us on or before 2nd May 2020. 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,

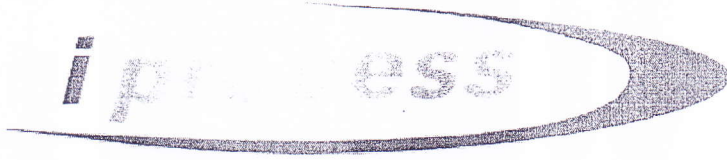

Authorized signatory

Accepted


(LEON THOMAS K)




Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



Date: 22/08/2020

Dear Mr. Prashanth Shetty

Letter of Intent

Congratulations on being shortlisted for the position of Sales Executive For Loan Department. You are required to be present at our office premises on 3rd August by 09:30 AM.

We require the photocopies of the below documents for completion of your joining formalities:

- Educational Proof: SSLC, HSC and Graduation / Diploma.
- Date of Birth Proof: SSLC Marksheet / PAN Card / School Leaving Certificate / Birth Certificate / Passport./ Bank Proof
- Experience Proof: Acknowledged Resignation Letter from last employer / Relieving Letter / Experience Letter.
- Photo Identity Proof: Copy of Passport / PAN Card / Voter ID / Driving License / Passport.
- Residence Proof: Copy of Passport / Voter ID / Driving License / Utility Bills / Ration Card / Rent Agreement / Lease Agreement.
- Photographs:4 Passport Size.

Appointment letter with salary annexure will be issued only after clearing the final round of operations interview at Our/Client Bank office premises.

We look forward to a rewarding and long term association with I-Process Services PVT LTD


1st Floor CM Complex , 2nd Cross ,Above Airtel Showroom,Cambridge Layout, Ulsoor-
Bangalore-560008 @ 080 48668952/9886997223


For I-Process Services PVT LTD

Prakash.B
Authorized Signatory






Director
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE