



Offer: Computer Consultancy
Ref: TCSL/DT20223101775/Bangalore
Date: 28/12/2022

Ms. Ebin Joseph
22-6-956/8 RagaAmbanagar,Arekerebail,
Jeppu Market,
Mangaluru-575001,
Karnataka.
Tel# 91-9449626514

Dear Ebin Joseph,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of `500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.




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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of `1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be `600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of `200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto `60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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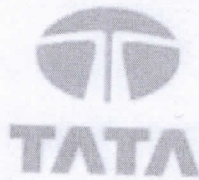
TEL: 91 80 6721 7000 Fax: 91 80 2941 0114 www.tcs.com

Registered Office: Normal Building, 3th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: +90 209 3111 Email: careers@tcs.com




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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to `6,000/- per insured person per annum and basic hospitalization expenses up to `2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for `12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of `250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

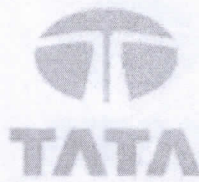
Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.





RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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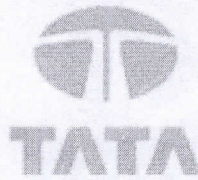
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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

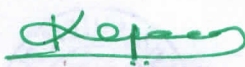
7. Increments and Promotions

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

8. Alternative Occupation / Employment

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




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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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



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12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

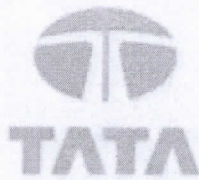
15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.





16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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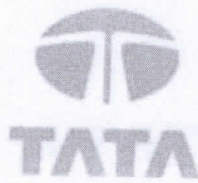
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- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

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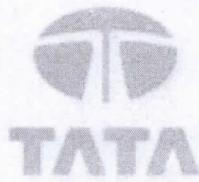
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22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

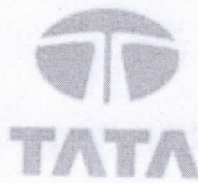
(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references,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

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

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

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





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

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

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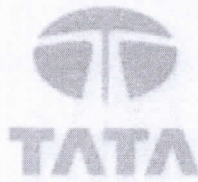
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Withdrawal of Offer

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

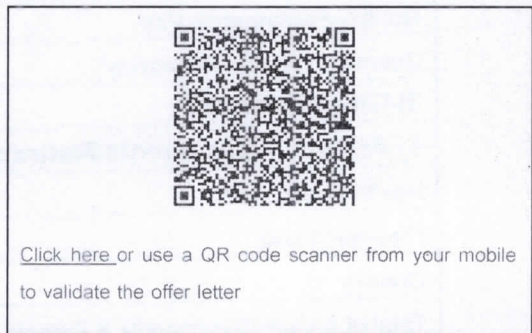
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



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GROSS SALARY SHEET

Annexure 1

Name	Ebin Joseph
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

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

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

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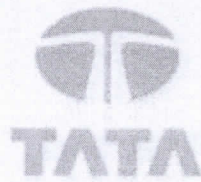
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Annexure

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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TATA CONSULTANCY SERVICES

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

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Narmal Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 309 3111 Email: careers@tcs.com



[Signature]

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MANGALORE**



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

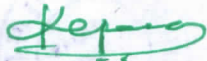
(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data,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

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

(d) Customer and prospective customer lists, and

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




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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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HYDELI, RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Serviceline: 1800 209 3111 | e-mail: careers@tcs.com



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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

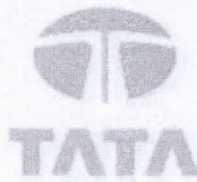
(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



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10. Equitable Rights

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

11. General

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

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

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

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



Jeagan

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

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

Ebin Joseph

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP Whitefield, Bangalore 550 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
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[Signature]

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June 25, 2022

HRD/3T/1004540939/22-23

Mr. Varun Kumar.
Alangar House
Bantwal Taluk
India

Ph: +91- 9448628584

Dear Varun kumar,

Welcome to Infosys!

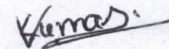
Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take 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 16:17:00 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

Company Confidential - This communication is confidential between you and Infosys Limited



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MANGALORE

June 25, 2022

HRD/1004540939/22-23

Mr. Varun Kumar.
Alangar House
Bantwal Taluk
India

Ph: +91- 9448628584

Dear Varun Kumar,

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

Here are the terms and conditions of our offer:

Definition

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

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

"**Company**" refers to Infosys Limited.

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

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

Joining

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

Location

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


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

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

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Training

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

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

Terms and Conditions during Training

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

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

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

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

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

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

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



- 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.



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.



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.




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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: June 27, 2022

Kumar
Sign your name

Mr. Vamun Kumar
Print your full Name Location

Kumar
Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.25 15:17:00 IST
Reason: Digitally Signed
Location: Bangalore

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

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Page 8 of 10



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

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

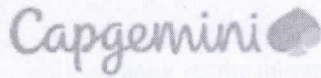


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ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Varun Kumar.			
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				





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

Superset ID: 2371649

Letter of Intent ("LOI")

Dear Deeksha,

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

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

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

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

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

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

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




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Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2371649**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2371649**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2371649**


Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

**Deeksha
Analyst and A4**

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

For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**



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



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SASKEN

Warm Welcome

28 July 2022

Name: Manoj Singh Raj

Applicant ID: 3831

Mailing Address: manojinghrajpurohit@gmail.com

Sub: Letter of Appointment

Dear Manoj,

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: GT

Date of Joining: 16 August 2022

Location: Bangalore

You will be reporting to V Madhusudana D Rao

Total Compensation: Your Total Compensation will be Rs. 510,187.00 per annum. The salary structure is described in the Salary Stack Up Sheet (Annexure-1). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Medclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage in other Medclaim Insurance Policy or as per the Medical Insurance policy conditions. The Insurance premium may vary each year and will be communicated to the employees during the renewal of the policy.
4. Participate in the company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

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Terms of Employment

Working Hours: Being a result-oriented company, we believe in flexible timings. The working hours is as per Company policies. However, the company expects every employee to put in minimum of 8.5 work hours per day (excluding lunch break). In case you are at customer location, you are expected to follow the customer work schedule and you may be required to work for 6 days a week or more than 42.5 hours a week, which will not be additionally compensated. You may be required to work on shifts based on customer requirements.

Place of Work: At Sasken, the execution of the project can be at any of the Sasken facilities or at Client location. You will be required to work at any location as determined by the Company from time to time and you consent for the same.

Increment and Promotions: Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given as per the Company Salary Revision cycle.

Retirement Age: You shall retire in the normal course from your services of the company on attaining the age of superannuation that is on the last working day of the financial year following your 60th birthday or earlier if you are found to be medically unfit.

Termination / Notice Period: We hope your association with us will be a very long one. However, this association may be terminated by either party by giving two months' notice. However, in the event of wilful neglect of your duties, breach of trust, gross indiscipline, any other serious dereliction of duties or other misconduct that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever. Sasken reserves the right to pay or recover salary in lieu of notice period from your full and final settlement amount and you consent for the same. Unauthorized absence or absence without permission from duty for a continuous period of 5 working days, shall result in the loss of your lien on employment. In such case, the Company shall be entitled to terminate your employment forthwith. Without prejudice to the generality of the foregoing the Company reserves the right to demand a "No Claim statement" at the time of separation as a condition precedent to close your full and final settlement.

Travel: You are liable to undertake travel on company work for which you will be reimbursed travel expenses as per prevailing Company policy applicable to you.


Assignment/Transfer: You are liable to be assigned/transferred in such capacity as the company may from time to time determine to any other location within or outside India, department, function, establishment, or branch of the company or subsidiary, associate or affiliate company, either in existence or which may come into existence. In such cases you will be governed by the terms and conditions of service applicable to the new assignment. Notwithstanding any assignment/transfer to any branch, subsidiary or affiliate, the Company shall have the right to recover any of its dues from the salary payable to you by any of its branch, subsidiary or affiliate and you consent for the same. In cases where the assignments are made to customer projects, you consent to honour the commitment made to the customer project for a minimum period of six months unless otherwise specified by Sasken.

Pursuant to any business arrangement, including but not limited to, a sale of assets, merger, takeover, acquisition, or hive-off, the Company may also transfer you onto the rolls of another entity and you consent for such transfer.

Medical Fitness: By accepting this offer there is an implicit confirmation by you that you are medically fit to effectively perform the job for which you are employed or for any other assignment that may be given to you from time to time. You may be called upon, to undergo medical examinations, as the management may deem necessary. In the event the examination reveals any ailment including any physical or mental impairment that (i) prevents or hinders you from performing your assignment effectively or (ii) could put the health of the other employees at risk, the same shall be a reasonable ground to discharge your services with immediate effect, without any compensation or notice.

Conflict Of Interests: You are required to engage yourself exclusively in the work assigned by Sasken and shall not undertake any independent or individual assignments (whether the same is Part time or full time, in an advisory capacity or otherwise)




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directly or indirectly, with or without compensation, without the express written consent of the Sasken Management. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at the discretion of the Company.

Confidentiality: Upon reporting to work, you will be required to execute a Confidentiality Agreement in favour of the Company and/or its customers (the 'Confidentiality Agreement'). You hereby unconditionally undertake not to use the confidential information of the Company and /or its customers, at any time and your confidentiality obligations shall survive termination/cessation of your employment with the Company. In the event of breach by you of this confidentiality provision and/or the provisions of the Confidentiality Agreement, while in the services of the Company or thereafter, the Company will be at liberty to initiate appropriate legal proceedings against you.

Further you shall not, during the employment, improperly use or disclose any proprietary information or trade secrets of any former employer or other person or entity and shall not bring onto the premises of Company, its affiliates or parent company or utilize for any purpose in connection with their respective business, any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person or entity. In the event of breach, you shall be solely responsible for any claims from your previous or former employer and further undertakes to defend, fully indemnify and hold harmless the Company its affiliates and subsidiaries from all or any claims demands, proceedings, suits and actions, including any related liabilities, obligations, losses, damages, penalties, fines, judgments, settlements, expenses (including attorneys' fees) and costs (collectively, "Claims"), that may be asserted against or incurred by the Company its affiliates and subsidiaries.

As an employee you will have access to the confidential information of the Company and to the valuable trade and business connections belonging to the Company, which are essential to the continued success of the Company. The disclosure of any such confidential information or exploitation of such trade or business connection otherwise than to the benefit of the Company would do serious damage, financial and otherwise to its business. Therefore you shall not without the prior written consent of the Company during your period of employment and for a period of two years after the exit, whether alone or jointly with, or as principal, partner, agent, director, employee, or as consultant, directly or indirectly be engaged in any executive or technical capacity in any business concern which shall be in competition with any of the businesses carried on by the Company as on the date of exit, for whatever reason.

Compliance with Data Protection Laws: As an employee you must ensure compliance with the Data Protection Laws when handling personal data in the course of employment including personal data relating to any employee, consultant, customer, client, supplier or agent of Sasken. As an employee you will also comply with the Sasken's IT Corporate Policy and other communication policies while handling personal data.

In case of failure to comply with the Data Protection Laws or any of the policies listed above the same may be dealt with under our disciplinary procedure of Sasken and, in serious cases, may be treated as gross misconduct leading to summary dismissal.

"Data Protection Laws" means data protection and privacy laws, regulations, regulatory requirements and codes of practice and code of data protection and privacy policy of Sasken in connection with its data processing obligations or which may otherwise apply, including laws applicable in the country or countries where personal data is collected, held or processed, including the Data Protection Directive and Directive 2002/58/EC and 95/46/ EC (and respective local implementing laws) and the Privacy and Electronic Communications Directive 2002/58/EC, regulations issued by the USA Department of Health and Human Services, and any applicable guidelines and codes issued by a competent data protection authority, or other competent governmental body or agency, in respect of such laws, or any subsequent directives.

Non - Solicitation: During the period of employment and for a period of two (2) years after the date of termination of your employment with the Company, you shall not either directly or indirectly, either alone or in association with others (i) Solicit, or encourage any organization and/or any third party to Solicit, any customers and suppliers of the Company or its affiliates and subsidiaries; (ii) Hire for employment, or engage as an independent contractor or permit any organization to Hire for employment, any person who is in employment of the Company or its affiliates and subsidiaries.



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The term "**Solicit**" shall mean, but is not limited to any request or appeal made directly or indirectly, either oral or written, or any endeavour to obtain, seek or plead for business or securing a promise of business or an attempt to advertise, promote, sell, distribute products or services or issuance of an offer for products or services, submission of a quotation or request for any favours of commercial value addressed to any customers and suppliers of Sasken, which may directly or indirectly result in interfering with the business relationship of the Company or its affiliates and subsidiaries with its customer and suppliers.

The term "**Hire**" shall mean, but is not limited to a request or appeal or an attempt to offer or to offer an opportunity for employment or contractual work directly or indirectly, with or without wages to any employees of the Company or its affiliates and subsidiaries.

Non Disparagement: You undertake to refrain from making any negative or disparaging statements (orally or in writing) about Sasken or its stockholders, directors, officers, employees, products, services or business practices, at any point of time for any publication in the print media, internet, blog or in any other media and shall further refrain from urging or influencing any person to make any such statement or engage in any conduct, which goes against the interest of Sasken, in any manner. This covenant shall survive & continue in perpetuity and shall be binding on the Employee, at all times.

Intellectual Property Ownership: You hereby agree that any idea, invention, design or discovery, and any intellectual property rights arising there from, whether conceived or made by you alone or with others, during the employment (whether during the course of your normal duties or other duties specifically assigned to you and whether during normal working hours or using the facilities of the Company or otherwise) which relate to the business of the Company or not, are the property of the Company and you hereby assign any such rights which original vest in you to the Company and unconditionally and irrevocably waive all moral rights in the same.

If you conceive or make or are involved in developing any such idea, invention, design or discovery and any intellectual property rights arising there from, you will immediately disclose all information concerning the same to the Company (but otherwise keep the same confidential) and at the Company's request assign (and do everything necessary to assist in the assignment of) your intellectual property rights in the same in any jurisdiction worldwide to the Company without receiving payment. You hereby agree to enter into a detailed intellectual property assignment agreement, with Company and/or its Customers, when requested by Company.

Company Property: You are expected to use the Company property including tools, software, hardware, laptops office and other equipment with due care and diligence. You may be liable to compensate the Company for any loss or damage the Company may incur as a result of damage or destruction to the Company property arising out of your negligence or misconduct.

Upon termination of the employment for any reason, you shall immediately return to the Company all property, including, but not limited to, laptops, documents, papers, records, accounts, specifications, catalogues, drawings, lists, correspondence, keys, visiting cards, security passes or the like relating to the Company's business which is in your possession or under control and you must not take copies of the same without the Company's express written authority.

Personal Data: You will keep us informed of any change in your residential address, your e-mail address for correspondence, your civil status, and educational professional qualification. In the event of any change in the data or information provided by you at the time of joining the company, you will immediately update all such information in the online employee information sheet so as to keep all records updated and accurate at all times. Any notice required to be given to you shall be deemed to have been duly and properly served if delivered to you personally or sent by registered post to you at your address, as recorded with the Company. Sasken takes all reasonable security measures to protect the Personal Information of their employees against loss, misuse or unauthorized access, disclosure, alteration or destruction.

Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on the technical / professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, any information furnished by you in your application or during the selection



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process is found to be incorrect/false/ misleading, and/or if it is found that you have suppressed any material information in respect of your qualification or past experience, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company reserves the right to terminate your services anytime without notice or compensation in lieu thereof.

You covenant that as at the date of joining Company you will not be under any obligation, restriction or duty, whether express or implied, to any third party which might or will adversely affect your ability to enter into this employment or which might or will prevent or restrict you wholly or in part, from performing the duties herein.

Recovery: The Company shall be entitled to require you to execute a Service Agreement undertaking to serve the Company for a minimum stipulated period, in the event that the Company is desirous of imparting to you any specialized training relevant to your employment with the Company and you consent for the same. In such a case, you shall be entitled to terminate your employment with the Company only on the completion of the stipulated service period agreed to and provided therein or you shall repay to the Company, a pre-determined amount covering all the costs paid to you or on your behalf on this training. Refusal of attending or receiving such training shall be a misconduct. In the event of failure to pay the pre- determined amount, the Company shall be entitled to adjust the same from your full & final settlement and you consent for the same. If the full & final settlement amount is not sufficient to recover the pre- determined amount, the Company may at its sole discretion initiate appropriate legal proceedings for recovery of the balance amount.

Communication on Salary Revision: Any communication on salary and benefits, present or future, will be valid only if communicated by the designated persons from HR. In this regard, no other communication made by reporting manager, functional head or any other managers will be considered valid and binding on the Company.

Background verification: This offer is valid subject to Background verification clearance. However, in the event of discrepancy in the information provided, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

Equal Opportunity Employer: Sasken is committed to being an equal opportunity employer that will provide equitable access to all in terms of employment opportunities, career advancement and compensation and benefits without any discrimination based on factors such as gender, sexual orientation, nationality, religion, and disability among others. Equity, justice and fairness will be the guiding principles governing every decision related to the Company policies. You are responsible for upholding the spirit of the policies, embracing commitment to our foundational values IRISE, and business values LEAP. You pledge to act in a manner that ensures compliance and avoids violations.

Policies and Practices: The employment terms contained in this letter are not exhaustive and are subject to Company policies including Sasken Code of Conduct and Sasken NDA. You agree to abide by all the Company rules, regulations, instructions, policies, practices and procedures that the Company may amend / abrogate / modify/rescind from time to time and to identify the Company for any loss suffered as a consequence of a breach by you of the Company's rules, regulations, instructions, policies, practices and procedures. All Company policies, practices and procedures are available on Company's intranet and the same shall override any oral or written communication made by any employee.

You acknowledge and agree that any written communication made by any employee that deviates from policies practices and procedures published on Company's intranet shall not be binding on the Company, unless such written communication is counter signed by HR Head or any members of the Governing Council. You are advised and instructed to go through the policies and strictly adhere to them. Violation, Noncompliance or breach of any of the Company policies and regulations shall be considered as serious misconduct and dereliction of duty, which can call for immediate termination of employment.

Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provision of this agreement shall continue in full force and effect.




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Order of precedence: This employment / offer letter represents the entire agreement between you and the Company and supersedes and replaces any prior representations, promises, understandings, communications or agreements, whether oral or written, between you and the Company regarding the subject matter described in this offer letter, including any offer letter earlier issued by the Company to you. This letter agreement may only be changed, altered, modified or amended in a written document signed by you and a duly authorized signatory of the Company.

To indicate your acceptance of the company's offer please sign and date the duplicate of this Offer letter and send to offers@sasken.com of Talent Acquisition-Team at the earliest.

You are required to report to the Sasken office address at 9.00 am on the date of your joining, and the offer stands withdrawn thereafter, unless the reporting date is extended and communicated to you in writing. Please ensure that you reach the office at the designated time for the joining formalities. At the time of joining, you are requested to submit the documents as per Annexure 3.

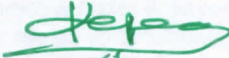
We hope that our association will be a long, fruitful and mutually satisfactory one.

Yours sincerely,
For **Sasken Technologies Limited.**

Digitally signed by

Date: 28 July 2022
Location: Bangalore




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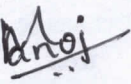


I acknowledge that I have carefully read and fully understood and accept all the contents of this Offer letter and that I am voluntarily & unconditionally accepting the same. I understand that I am required to sign this Offer letter as a condition of my employment with Sasken.

My joining date will be: 16 August 2022

Mailing address: 3-39A ampar, kundapura Udup, district, India

Permanent Address: 3-39A ampar, kundapura Udup, district, India

Signature: 

Date: 28-07-2022

Enclosures:

Annexure 1- Salary Stack Up Sheet; Annexure 2 – Relocation Benefits; Annexure 3 – Joining Formalities




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Annexure 1

SALARY STACK UP SHEET

Name: Sandesh Shetty	
Salary Stack Up Sheet For GT	
Compensation Structure	Amount in INR
A.Fixed Pay	
A1. Basic	450,000.00
A2. Flexible Benefits Pay	211,884.00
A3. Statutory Bonus	212,689.00
A4. Employer Contribution of PF	0.00
B.Variable Pay	25,427.00
C.Gratitude	50,000.00
D. CTC (= A+B+C)	10,187.00
	510,187.00

Note: Variable Pay-out will be based on the Company Variable Pay Plan policy.




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Compensation Structure (Take home)

Sandesh Shetty

Components of Salary	Value in INR	
	Monthly	Annum
Earnings		
BAND		
VPP %	10.00	
Gross	37,500.00	450,000.00
I. EARNINGS		
A. Basic	17,657.00	211,884.00
B. Flexible Benefit Pay		
i. House Rent Allowance		
ii. Conveyance Allowance		
iii. Medical Expenses Reimbursement		
iv. Leave Travel Allowance		
v. Children Education Allowance	17,725.00	212,689.00
vi. Children Hostel Allowance		
vii. Refreshment Allowance		
viii. Hospitalization Reimbursement		
ix. Other Allowance		
x. Superannuation employer (Max 15% of monthly gross)		
C. Statutory Bonus	0.00	0.00
D. Company Contribution of PF	2,119.00	25,427.00
F. Fixed pay (A+B+C+D)	37,500.00	450,000.00
G. Variable pay	4,166.67	50,000.00
H. Total Salary (F+G)	41,666.67	500,000.00
I. Gratuity	849.00	10,187.00
K. CTC (H+I)	42,516.00	510,187.00
II. STANDARD DEDUCTION		
L. Employee contribution of PF	2,119.00	25,427.00
M. Professional Tax	200.00	2,400.00
N. Total deduction (L+M)	2,319.00	27,827.00
O. Net Pay before Tax((A+B+C) - N))	33,063.00	396,746.00

Note:
Net pay before tax mentioned subject to:

1. Income Tax deduction.
2. Professional tax varies from State to State
3. Any other statutory deduction which is not mentioned above



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Annexure 2

Dear Sandesh,

Welcome to the Sasken Family.

In order to make your transit smooth, we offer the following benefits to help you and your family relocate from the current place of stay to Bangalore. You must claim reimbursement of these expenses within one month of your joining Sasken.

Shifting of personal effects in case of intercity movements: In case you are moving personal effects, the company will pay for its moving, on actuals subject to limits as per the Sasken Domestic Relocation Policy. This includes charges of Insurance, Packing, Loading, Unloading, and Unpacking. All bills in original have to be submitted for claiming the same.

Reimbursement of Relocation expenses in case of intercity movements: All the relocation expenses are one-time reimbursements. Hence once you have joined you can get these expenses reimbursed. You can do this by attaching a relocation reimbursement form to all the documents supporting your expenses, and getting it approved by your manager. You could then forward it to Finance through HR, to get a reimbursement.

Assistance in Housing: Brokerage charges up to fifteen days rent will be paid subject to the limits defined as per Sasken Domestic Relocation Policy. Sasken also provides an interest free housing security deposit loan. The loan will be recovered from your salary in 18 equal monthly instalments starting from the following month of the loan sanction.

Notice Pay: If Sasken has agreed 'at the time of selection' to reimburse the notice pay, the same will be reimbursed on production of a receipt from the previous employer.

Please note that all relocation reimbursement expenses will be considered as taxable income. This tax liability would be borne by the employee.

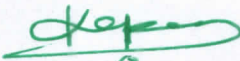
If you leave the Company within one year of joining, you will have to refund the entire amount spent by the company in relocating you and your family as per the Domestic Relocation Policy of the company.

For any further clarifications / doubts in this regard, please contact offers@sasken.com.

Yours cordially,
For Sasken Technologies Limited

Lata Bhat
Global Head - Talent Acquisition




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Annexure 3

JOINING FORMALITIES

28 July 2022

Dear Sandesh,

Thanking you in anticipation for opting to join us and welcome to the Sasken family.

Pre-joining Process: We would require the following information from you fifteen days prior to your joining, to make your joining process as smooth as possible.

- Your actual date of joining
- If you are relocating and you need initial assistance for accommodation
- PAN details

At Sasken we encourage joining preferably on Monday but offer flexibility to join on all working days at 9.00 A.M.

Please use the checklist below, for all **MANDATORY** documents, which need to be produced on the day of your joining. **If you are without all your documents on the day of joining, we would be unable to continue with your joining formalities for that day**, you would need to return on the following joining schedule. We request you to inform us ahead of time of any issues pertaining to your joining or with respect to producing any of the required documents on the joining date. This will help us to plan accordingly.

Note: Please carry the original copies of all mandatory documents. The originals are required only for verification purpose and will be handed over back to you post verification.

1. Experience certificate from all the previous organizations
 2. Last three month pay slip (Most recent employment)
 3. Highest qualification degree certificate + All Semester marks sheet
 4. Copy of Passport (if you have)
 5. Copy of all visas including the expired ones (if you have)
 6. 2 Copies of Aadhaar
 7. 2 Copies of PAN Card
 8. Four passport size photos with white background ONLY
 9. Your blood group details
 10. Date of Birth of dependants (for medical policy)
 11. PF details
- Old PF account number
 - Address of the current organization with whom it is retained (if you intend to get your PF transferred).
 - PF account of the previous establishment (Is it with the Regional Provident Fund Commissioner or with a private trust. In case of private trust, please carry the name of the trust)




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Page 11 of 13



SASKEN

Looking forward to meeting you.

For any clarifications do get in touch with the signatory of this document.

Thanking You,

Yours Cordially,
For **Sasken Technologies Limited**,

Lata Bhat
Global Head - Talent Acquisition



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Annexure 4

Condition of employment for Campus Hires

Welcome to the Sasken Family.

This offer of employment is valid subject to your successful completion of the qualifying degree in this academic year, scoring a minimum of 65% aggregate (or 6.5 CGPA) with no standing backlog in your graduation/post-graduation, Standard 12th (or Diploma) and Standard 10th. It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics. Sasken reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

Date of joining provided in this offer is provisional. Exact date of your joining will be intimated to you after you provide us the marks card of all the semesters or/and the provisional degree certificate of the highest qualification for which you are offered this employment, and the marks card/certificate of Standard 10th and Standard 12th (or Diploma).

We look forward to your joining at Sasken. For any further clarifications / doubts in this regard, please contact offers@sasken.com.

Yours cordially,
For **Sasken Technologies Limited**

Lata Bhat
Global Head - Talent Acquisition




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MISPL/HR/2021/412
Dated: 17th November 2021

Mr. Pradeep Singh Raj Purohit

Employment Offer

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

Designation: Software Engineer

Joining Date: January 2022

Job Location: Mangalore

Salary Details: Gross CTC 4,20,000/- INR Per Annum

Relevant employment details are as provided below:

1. Your Date of Joining (DOJ) will be in January 2022 at a date that will be decided in consultation with the college, failing which Mangalore Infotech Solutions Pvt. Ltd. has the right to revisit the offer.
2. You will work as an Intern for 6 months from the DOJ.
3. During the internship period
 - a. You will be paid a stipend of Rs 12,000 per month.
 - b. Your performance will be critically assessed by your Mentor/Manager through regular feedback. This feedback is meant to highlight areas of improvement.
 - c. Your confirmation and appointment as a full time employee will require consistent performance where expectations set by the Mentor/Manager should be met, failing which the management will decide the appropriate action to be taken.

Upon full-time employee appointment

1. Provident fund eligibility will be as per the statutory requirements.
2. Professional tax and income tax deduction at source (TDS) will be deducted based on individual declarations made and as per regulations prevailing from time to time.
3. Gratuity eligibility will be as per the provisions of the Gratuity Act.
4. Performance review is conducted as per HR policy.
5. Notice period for leaving the organisation is 60 days from the date of acceptance of resignation.
6. Management reserves the right to restructure the salary component.

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

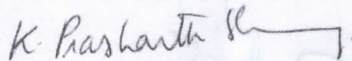
Kindly acknowledge with your acceptance for this offer letter by **18th November 2021**. You can do it by sending us the scanned copy with your acceptance signature.

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

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

Thanks & Regards

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



Director

Prashanth Shenoy Katpady



CIN : U72900KA1999PTC025156
GSTIN : 29AAECM1102G1ZX
PAN : AAECM1102G

www.mangaloreinfotech.in
info@mangaloreinfotech.in

REGD. OFFICE: 19-10-805/1, Ground Floor, Albuquerque Chambers
Pandeshwar, Mangalore – 575 001, Karnataka
Tel: +91 824 2423240




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MANGALOREINFOTECH

Compensation Worksheet

Personal Details	Name	Pradeep Singh Raj Purohit
	Notice Period Required	60 days
	Contact Numbers	9633625944
	CTC Period	July 2022 to June 2023
	Company	Mangalore Infotech Solutions Pvt Ltd
	Position	Software Engineer
	Grade	IIC
A Fixed Components Per Month		
A - Fixed Components	Basic Salary - Consolidated	₹16,235.00
	Dearness Allowance	
	Total - A	₹16,235.00
B Perquisites Per Month		
B - Perquisites / Choice Pay	House Rent Allowance	₹6,494.00
	City Compensatory Allowance	₹2,435.00
	Transport Allowance	₹1,600.00
	Book Allowance	₹1,000.00
	Special Allowance	₹982.00
	Leave Travel Concession	₹1,900.00
	Total - B	₹14,411.00
	C Retirals Per Month	
C - Retirement Benefits	PF	₹1,800.00
	Grand Total (A + B + C) Per Month	₹32,446
	Guaranteed Cash (A + B + C) Per Year	₹389,352.00
D - ESI	ESI per month	₹0
	Total D Per Year	₹0
E - Variable Pay	Annual Performance Compensation	₹30,648.00
Total CTC		₹420,000
Total CTC In Lakhs (Paysheet)		₹4.20
Other Benefits	Medical Insurance	₹100,000.00
	Personal Accident Insurance	Floater Policy of Rs. 3 lakhs

- The appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
- The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.
- The Performance Compensation will be paid out in the month of the Annual Appraisal, based on the performance

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.

K. Prashanth

Director



17/11/2021
Pradeep



Pradeep

Principal

**SHREE DEVI INSTITUTE OF TECHNOLOGY
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Offer Letter

Date: 8/06/2022

Dear Bamitha P,

TheoryDesk is pleased to offer you a Job opportunity as a "Trainee Software Engineer".

We would like you to join us on or before June 20th 2022. 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) per annum.

In the first instance you will be on probation for a period of Three 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.

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 Software Engineer" 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 20,000 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.

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

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



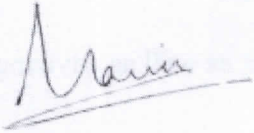

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of joining will depend on performance and relative position within the compensation band for your role. Compensation details are confidential and not to be disclosed to any person other than your immediate manager.


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: BAMITHA. P.

Date: 10-06-2022





Dear Mohammed Mansoor,

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 22/07/2022.

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.

Accepted

Gopala Krishna Bhat Kakunje
KAKUNJE SOFTWARE PRIVATE LIMITED

(Signature)



November 14, 2022

To:
Abhijith
Sreenikhethan, Nr. CRC Vayanasala
P.O Irinavu, Kannur
District: Kannur - 670301

Dear Abhijith,

Sub: Offer Letter

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

Here at 7EDGE, we are committed to both your personal and professional growth. You will, until revised later in writing at 7EDGE's sole and absolute discretion, receive a compensation of Rupees 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 7EDGE shall be from June 01, 2023 and your place of employment shall be **Mangalore**. Additionally, on acceptance of this offer, you will be required to furnish copies of the following documents of qualification along with a signed copy of this letter, no later than November 17, 2022:

1. PAN and Aadhaar;
2. Educational Certificates;
3. 1 Passport size photographs;
4. National Skill Registry e-Card. (In reference to NSR please register yourself on www.nationalskillsregistry.com and carry a printout of NSR e-Card.

Please be informed that in the event that signed copy of the offer letter along with the requisite documents are not received by November 17, 2022 the offer shall be deemed to be rejected.

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

Ashu Kajekar

Ashu Kajekar (Nov 14, 2022 17:49 GMT+5.5)



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

Yours sincerely,

For 7EDGE Private Limited

Ashu Kajekar

Ashu Kajekar (Nov 14, 2022 17:49 GMT+5.5)

[Authorized Signatory]

Acknowledgement

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


Abhijith

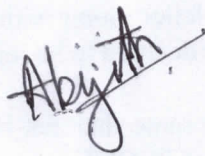
Abhishek C Sreejith (Nov 16, 2022 18:59 GMT+5.5)

Abhijith

Date: 16/11/22




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Annexure 1

Particulars	Monthly Breakup	Annual Breakup
Basic + DA	14,000	168,000
HRA	5,600	67,200
Special Allowance	4,072	48,866
Conveyance Allowance	1,600	19,200
Total (A)	25,272	303,266
Other Employer Costs		
Employers EPF Contribution	1,680	20,160
Gratuity	602	7,224
Medical Insurance	446	5,350
Total (B)	2,728	32,734
Gross Cost to Company	28,000	336,000
Monthly Deductions		
Employees Contribution towards EPF	1,680	20,160
Employees Contribution towards ESI	-	-
Professional Tax	200	2,400
Total (C)	1,880	22,560
Net Take Home Salary (A) - (C)	23,392	280,706

Notes:

- You will be eligible for a Group Health Insurance with a coverage of Rs. 3,00,000 and Accidental benefits including Temporary and Partial Disability of Rs. 10,00,000 from 7EDGE
- You have enhanced coverage to a Group Insurance in the form of Super Topup of Rs. 20,00,000 and Accidental benefits including Temporary and Partial Disability of Rs. 5,00,000. Powered by Jupiter. T&C applicable.
- At 7EDGE you will also enjoy the benefits of On Demand Salary (ODS) - 50% of the salary or Rs. 50,000 whichever is lower. Powered by Jupiter. T&C applicable.
- Tax Deduction at Source (TDS) as applicable.

Ashu Kajekar

Ashu Kajekar (Nov 14, 2022 17:49 GMT+5.5)

Abhijith

Abhishek C Sreejith (Nov 16, 2022 18:59 GMT+5.5)



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OFFER LETTER

Date: 20/05/2022

Dear Amrith S Kotian,

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.



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


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

Location: Bangalore

DOJ: 02/06/2022

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: Amruth S Kotian

DATE: 22/05/2022



(Candidate's Signature)




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MANGALORE

1 July 2022

To,
Andriya M,
India.

Subject: Your appointment as *Junior Applications Developer*

Dear Andriya M,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above position in **KPI SuiteTech** (the "Firm") subject to the following terms and conditions:

1. POSITION & REPORTING

Your designation will be *Junior Applications Developer*. In this position you will officially be reporting to **Abdul Najeeb Khan, Manager – Applications**. You will have a working relationship with rest of the staff in the firm on various matters.

2. COMMENCEMENT OF EMPLOYMENT

As agreed, between us, you shall join the services of the firm from **18 July 2020**.

3. PROBATIONARY PERIOD

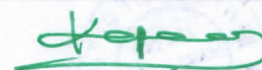
You will be on probation for a period of 90 days, from the date of commencement of your duties. After completion of probationary period, based on your performance evaluation your position will be confirmed in the Firm. There will be no separate intimation for confirmation of employment and this letter will be considered final, unless anything to the contrary is provided to you in writing.

Initial Training will be provided to you during the first three months. Training will cover the topics like UI development, Backend development, Mobile Apps development, Workflows, Business Processes, Reports, Dashboards etc. Learning and enhancing the knowledge and skills required to keep abreast of changes is a continuous process, which requires your continuous attention, time and attitude to learn.

4. DUTIES & RESPONSIBILITIES

KPI is a leading Solution Provider for Oracle NetSuite - #1 Cloud-based ERP solution in the world. You will be responsible for; but not limited to; the following requirements:

1. Developing, implementing and maintaining configurations and customizations of Oracle NetSuite
2. Developing, implementing and maintaining 3rd party software and its integrations to NetSuite.



3. Developing, testing and deploying customized fields, forms, scripts, workflows, custom records and user roles.
4. Supporting business needs for new KPIs, reports, saved searches and dashboards.

5. ADDITIONAL RESPONSIBILITIES

The Firm continues to work in a flexible manner, like a start-up organization. Therefore, in addition to the above, there will be additional activities which are broad and entrepreneurial, which would require your attention or assistance. You are expected to extend your expertise, service and assistance on all such occasions.

6. PLACE OF POSTING

Your initial place of posting will be in **Mangalore, India**. You may however be required to work at any other place of business which the Firm has or may later acquire.

7. HOURS OF WORK

The normal working days are Monday through Friday, and on alternative Saturdays. The normal working hours are from **9 AM to 6 PM**. You will be required to work for such hours as necessary for the proper discharge of your duties to the Firm. The Firm being in the service industry servicing overseas customers and projects, if necessary, additional efforts may be required depending on tasks assigned to you.

8. NOTICE PERIOD; TERMINATION

- a. After confirmation of services, either party can terminate your employment by giving three months' notice to the other party, which comprises a non-negotiable mandatory working period of 2 month with the remainder of the notice period negotiable on both sides (to agree the release date & salary payment in lieu of notice, if any).
- b. The Firm reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe that you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss or damage to the Firm.
- c. On the termination of your employment for whatever reason, you will return to the Firm all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and
- d. Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

9. COMPENSATION STRUCTURE

- a. Your annual compensation including benefits by the Firm is Rs. 2,40,000/- (Two Lakh Forty Thousand Rupees only). A typical breakup is provided below.



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- b. Your compensation will be subject to income tax as per the provisions of Income Tax Act, 1961.

Remuneration: 20,000 INR per month

Breakup of the annual compensation is as follows:

PARTICULARS	AMOUNT (INR)
Basic Salary	96,000.00
Housing Allowance	72,000.00
Medical Allowance	36,000.00
Other Allowances	36,000.00
Total	2,40,000.00

10. TERMS & CONDITIONS

- a. Minimum commitment

By virtue of the Firm being fresh and lean, you would understand that every member of the team has significant contributions to make in the growth of the Firm. You would also appreciate the fact that the initial few months post joining would be spent more in understanding the Firm, Market Context and Potential, Competition and other factors that would influence the growth of the Firm. It is only after this period that one can make any significant contribution to the Firm. It is therefore required that every member of the team commit themselves to a certain minimum period in the Firm for it to utilize such person's skills to a reasonable level.

By signing this letter, you agree to work with KPI for a minimum period of 2 years from the date of joining.

- b. Confidentiality:

As an employee of the Firm, you will have access to confidential information relating to the Firm, its clients, prospective clients and associates depending on the nature and requirements of the assignments you handle. Such confidential information may include methods, processes, formulae, systems, inventions, techniques, financial information, pricing, trade secrets and other reasonable matters that may be considered as Confidential Information under the general sense of the term. You may also come across privileged information which may not be subject to disclosure.

By signing this letter, you agree not to disclose such Confidential Information to any third party (natural person, company, association of persons, body of persons or any other entity) or any past or prospective employer or any competitor of the Firm.

We wish to impress upon you that we do not want you to, and we have directed you not to, bring with you any confidential or proprietary information belonging to any previous employer or violate any other obligations you may have with any former employer.



c. Non-Compete

You represent and warrant to the Firm that you are under no contractual, fiduciary, professional or other obligation or commitment that prevents you from entering into this Agreement. If you were previously employed with another Organization, you represent and warrant you us that you have returned all property and confidential information belonging to any prior employer and do not have any outstanding issues/ unfulfilled employment obligation pending with your previous having legal ramifications/ consequences for you or for us.

During your employment with the Firm, you will devote your whole time, attention and skill to your ability for its business and you shall not, except with the written permission of the Firm, engage directly or indirectly in any other business and you shall not, except with the written permission of the Firm, engage directly or indirectly in any other business, profession, occupation, or other commercial activity, whether as a principal, agent, contractor or otherwise, whether full-time or part-time.

In recognition of the transfer of Confidential Information or Intellectual Property to the Firm, you hereby agree not to directly or indirectly compete with the business of the Firm and its successors and assigns during the term of the Agreement and for a period of two years following the expiration or termination of this Agreement and notwithstanding the cause or reason for termination.

By signing this letter, you agree that there are no conflicts of interests that you face by accepting the position in this Firm. Any conflicts of interests you may potentially face will be promptly disclosed in writing to the Partners.

d. Intellectual Property Assignment

By signing this letter, you agree that you currently hold no IPR that belongs to you which belong to the realm of the Firm's activities.

During the "course of your employment" (from the date of joining till the date of termination of the contract of employment), you may solely or jointly conceive or develop, or cause to conceive or develop, inventions, original works of authorship, concepts, know-how, improvements, trademarks, domain names, trade secrets, patentable or otherwise ("generated IPR").

By signing this contract, you assign and agree to assign, to the Firm or its designee, all your right, title and interest throughout the world on such generated IPR. You also agree to document and maintain in adequate detail, written records of all Intellectual Property that you solely or jointly, conceive or develop, or cause to conceive or develop.

e. Facility usage policy

Access to all facilities provided the Firm, including Laptops, Desktops, and other computer



systems, emails, telephone and telecommunication equipment or facilities, office facilities, stationery and workspaces should be used for the benefit of the Firm. The Firm retains the right to inspect workspaces, equipment and facilities provided at any time, without any notice.

f. Non-solicitation

By signing this contract, you agree that for a period of 3 years after your cessation of employment with the Firm, you shall not:

- Directly or indirectly solicit or attempt to solicit any similar business from any of the Firm's customers, prospective customers, vendors or other associates of the Firm whether or not you would have had material contact with them during your employment with the Firm.
- Directly or indirectly, on your behalf or on behalf of any person or entity, attempt to recruit, solicit or induce any staff of the Firm.
- Directly or indirectly try to obtain or attempt to obtain employment offer from any of the firm's customers, prospective customers, vendors or other associates of the firm.

g. Governing Law/Jurisdiction

This Agreement, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian laws.

h. Understanding

By signing this contract, you agree that you have read and understood the terms and conditions in their entirety.

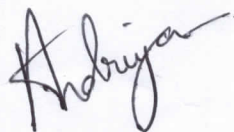
Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and returning the same to us for the Firm's records.

Welcome to be a part of team KPI.

Aman Kumar Jha
Assistant HR Manager
Date: 1 July 2020

I hereby accept the position and terms and conditions of employment offered.

Andriya M
Date: 3 July 2022



Strictly Private & Confidential

26 July 2022

Mangalore

Dear

Vishal A V

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 2022

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.

Vishal A V, 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: Vishal A V

Senior Vice President – Corporate Services

Date : 26 July 2022

1



Candidate's signature

Vishal

Hebbar

Principal

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ANNEXURE 1

COMPENSATION

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

SALARY ANNEXURE

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

Candidate's signature

Vishal



depan

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1. Employer contribution to the PF & ESIC : is the contribution made by the company to Provident fund office & ESIC 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. Medclaim 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: Vishal A V

Date : 26 July 2022

3

Candidate's signature



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ANNEXURE 4

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


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




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4

Candidate's signature _____





11/04/2022

Sub: Offer letter for the post of Trainee Engineer

Dear Abhimanyu P,

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 12th May 2022 and accordingly you can join us on or before 12th May 2022. You may please bring along the documents as listed in the attached **Annexure – II** while joining us.

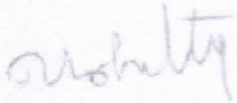
Your appointment will be subject to successful competition of background verification and probation period, Based on performance.

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.

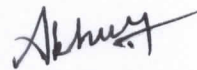
Yours faithfully,

For Resguardo Industries,



Authorized signatory

Accepted



(ABHIMANYU P)

Resguardo industries Plot no 312, Harohalli 2nd Phase, KIADB Industrial Area Kanakapura Taluk,
Ramanagara Dist 562112, Bengaluru, Karnataka 562112 Mail: mail@resguardo.com

Mob: +91 97412 38848 +91 91089 98525




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CodeCraft Technologies

USER EXPERIENCE • MOBILITY • CLOUD

4-April-2022

To,
Vishnu P J

Dear Vishnu P J,

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

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Annexure I

1. Date of Joining ("18-June-2022")

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.




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CodeCraft Technologies

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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 polices, 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.

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

Phone: ++91 824 2443697 | CIN: U72200KA2011PTC058348

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- 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: Vishnop J

Date: 02/04/2022

Signature: Vishu



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.



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.



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Date: 28/05/2022

Dear Samson Rajan T,

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 30th 2022**. 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: Samson Rajan T.

Date: 29/05/2022

www.numark.in




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RINEX TECHNOLOGIES PRIVATE LIMITED

INTERNSHIP OFFER LETTER

From:

Human Resource Department,
Rinex Technologies Pvt. Ltd.
Bengaluru - 560102

Date: 13th April 2022

To,

Nisha Kori

Sub: Regarding your internship in our company's BD department.

Dear Nisha Kori,

We would like to inform that your application for Internship for the position of **Business Development Intern** has been accepted. Here are the terms and conditions of Internship while working with company:

1. Duration of Internship will be from 18th April 2022 to 19th July 2022.
2. Joining date is on 18th April, 2022.
3. The timings will be from 11:00 AM to 8:30 PM.
4. You will be designated as **BD Intern** and will be entitled for a stipend of Rs 15,000 and 6 working days.
5. From time to time, your performance will be evaluated and based on this, your incentives will be decided.
6. During Internship, you are expected to abide Code of Conduct prescribed by the Company for all the employees.
7. We would like to inform you that there will be a fixed pay of INR 15,000/- for the duration of 3 months of internship, and once you start working with Rinex. Post that your job will be absorbed for which the Salary/CTC is 5.5 – 7 LPA.

You are requested to submit your acceptance to the terms and conditions mentioned above as confirmation of your internship.

Wishing you good luck for your future endeavours.


Kind Regards,

H N ROHITH

Chief Operating Officer

Rinex Technologies Pvt. Ltd.




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QSpiders Offline Reporting

1 message

<mary.j@qspiders.com>

Mon, 20 Mar, 2023 at 10:42 am

To: aittumkurplacement@gmail.com

Cc: divakarklr2000@gmail.com, ylsharath57@gmail.com, hulikerivijay12@gmail.com, darshancndarshan272@gmail.com

Hello All

Good Morning

Hope you all are doing good.

QSpiders Heartily Congratulate you all for getting selected for our Incubation program[Free Training & 100% placement assistance].

As per offer your joining date is going to be on **20th March @ 12:30pm** on the below venue

Venue- Basavanagudi PySpiders

SPOC- Ms Mahalakshmi

Contact Number : 9686949969

Address: Sir Puttanna Chetty Complex, No. 13 & 14, 1st floor, Bull Temple Rd, Basavanagudi, Bengaluru, Karnataka 560004

Joining Documents:

- 2 Passport size photo
- Selection mail[offer letter]
- College ID Card
- 1 Government ID Proof

Note-Your Offer will be declined if you don't report on the above mentioned date.

For More Information/Query call on- 8867795448/7349196677

Signature latest- Namratha

Thanks & Regards

Mary Benitha .J



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Contact no: 8867795448
Email: mary.j@qspiders.com

Business Developer

QSpiders / JSpiders- A Unit of Test Yantra Software Solutions (I) Pvt Ltd
Qspiders Campus Connect Team

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad | Pune | Mumbai | Thane | Bhopal | Chandigarh | Noida |
Gurugram | Bhubaneswar | UK-London | US-California | Ireland.



A handwritten signature in green ink, appearing to be "Mary J".

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A faint, handwritten signature in blue ink, possibly "Mary J".

A faint, handwritten signature in blue ink, possibly "Mary J".

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MANGALORE



Letter of Intent

Dear Namitha Merin Uthup,

Congratulations!

We are happy to inform you that we have decided to offer you the position of "Associate Staffing" at our **Bangalore** office.

Please accept this as a formal offer letter from **Artech Infosystems Pvt. Ltd.**

You will be required to join us on **25th April 2022**. Your total cost to the company would be **INR 2,64,000 (Two Lakhs Sixty-Four Thousand Only)** Per Annum. The compensation has been divided into a fixed portion of **INR 2,40,000/- (Two Lakhs Forty Thousand Only)** per Annum and a variable portion of **INR 24,000/- (Twenty-Four Thousand Only)** to be paid based on your performance.

During your traineeship period of initial two months, you will be designated as "Trainee – RPO" and post successful completion of training as an "Associate Staffing".

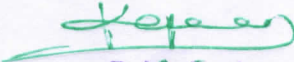
You will be governed by the rules and regulation and such other practices, systems, procedures, and policies framed by the company from time to time. You will also be governed by the statutory laws enacted by the Local Authority/State or Central Government as applicable to you from time to time. You are advised to make yourself familiar with the company's rules and policies.

We would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

Please carry all the original documents as listed below at the time of joining, along with one set of photocopies:

1. Copies of Certificates in support of your Qualifications
2. 5 Passport size photographs
3. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Passport, Credit Card with Photo)
4. Permanent and Local Address Proof
5. Pan Card Number and Copy
6. Aadhar Card Number




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In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have willfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Your appointment letter will be handed over to you in the first week of your joining and is subject to your background check being completed satisfactorily.

You are expected to serve the organization for a minimum period of 18 months or else a retribution amount of **Rupees One Lakh (INR 1,00,000)** would be imposed to recover the tangible and intangible cost incurred on you.

You are requested to sign and return a copy of this letter as a token of acceptance of the terms and conditions.

We welcome you to the Artech family and look forward to a long-term fruitful relationship.

Wishing you all the best!

Thanking You,
Yours Sincerely,
Artech Infosystems Pvt. Ltd.



Principal
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Acknowledgment Letter

Company Profile:

Artech is the largest Women & Minority owned IT staffing firm in the US, with US\$ 725 million in annual revenues and a footprint across the globe. Artech was formed almost 3 decades ago and today, with commitment to providing best in class workforce solutions based on applied human intelligence, Artech works with over 85 Fortune 500 clients across USA, Canada, India, and China.

At Artech, we value human intelligence.

We empower our teams to maximize the impact of their intellect, through a performance oriented, diverse, flexible, and inclusive work environment supported by our continuous learning and development focus.

Led by our visionary leadership, fuelled by our values, and driven by our combined intellect, our teams work with some of the largest Fortune 500 clients, defining industry benchmarks while optimizing their careers.

I am very pleased to accept the position of **Associate Staffing**

I have attended the pre-placement presentation by Artech and have clearly understood the roles and responsibilities of the position along with the company's policies & benefits.

I acknowledge the fact that at the time of joining Artech, I will have to sign a **Service level agreement (SLA)** for a period of **18 months**.

I am excited to join Artech & look forward to a rewarding career ahead.

I accept the term & conditions stated above.

Thanking you,
Regards,

Namitha (sign here)

Date: 26/04/2022
College: _____



[Signature]
Principal
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WELT WORKFLOW

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

Date: 26-04-2022

Dear Abin Jilson,

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-2022”)
You are expected to report to work not later than at 10:00 hrs at Welt Workflow office Premises. On your joining date, you will be required to sign the Employment Agreement detailing the specific terms and conditions of your engagement with Welt Workflow.
- Salary
Your Annual Total Employment Cost to the Company would be INR 3,00,000 per annum (Three Lakh only) the details of which is given in the Annexure II attached below.
- Probation/Confirmation
You will be on a Probation period for the period of Three months. Based on your performance your services will be confirmed with the company in written after Three Months.
- Leave Policy
As per company Policy, You will also be eligible for public holidays, as decided by the Company.
- Termination of Employment
Your appointment will be subject to the verification of your credentials, testimonials and other Particulars mentioned by you in your Application at the time of your appointment. If the Particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically canceled and your services will be terminated.




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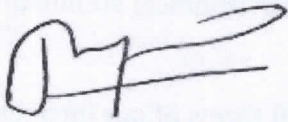
Your working hours will be as advised to you by your superiors from time to time but will not ordinarily be over 48hrs working hours a week.

- 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: Abin Jilson

Signature: 

Date: 27/04/2022




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CHINTAMANI AUTOMATION

Single Source For MacThine Tool Upgradation

Authorised Dealer for :- GIVI MISURE linear scales for CNC macThines and DRO applications.

MacThine Tool Accessories. Spares for CNC MacThine Tools.



Dear Manoj Kumar V,

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 2022, 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 DThaniThNTha, Sector - 20, Kopar KThairane,
Navi Mumbai - 400709 • Tel. : 022 - 79627322 • Mob.: +91 9892012565 • Email: givi.cThintamani@gmail.com



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

Date : 05.07.2022

To,
Mr. GAUTHAM KULAL
Mangaluru ,Karnataka

Email : gauthamkulal7411@gmail.com
Contact No. : +91-9845810828

Sub: Offer Letter

Dear GAUTHAM KULAL,

This has reference to your application and the subsequent interview you had with us; we are pleased to offer you the post of "Graduate Trainee Engineer ." in our organization. You shall join the company on or before 20TH July 2022. Your Monthly Gross Salary is Rs.15,000/- and CTC is Rs. 1,80,000/- for the year.


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

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

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

Thanking you,

For UNITED RUBBER INDUSTRIES (I) PVT.LTD


Tejal Lad

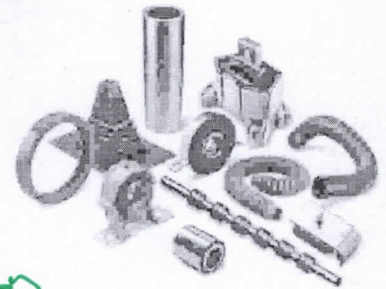
H.R. – Executive





UNITED RUBBER INDUSTRIES (I) PVT. LTD.

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




Principal
**SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE**

LETTER OF APPOINTMENT

Date: 02/09/2022

Employee Code: XG_207

Dear NISCHITH RAO,

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization as **FUND RAISING OFFICER**. You will be based in our Bangalore office. Your joining date will be **19th of september 2022**.

You will be on training for an initial period of three months and on probation for a period of six months following successful completion of training. Your transition from trainee to probationer will be based on your appraisal at the end of the period of training. Failure to report on the date of joining will lead to cancellation of this appointment letter.

You are required to agree to the special terms and conditions as described in **Annexure – A1**.

You will be paid gross emoluments as detailed in **Annexure – A**.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure – B**.

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

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

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

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

Yours truly,

For COMPANY,



AUTHORIZED SIGNATORY

#307, 4th floor , Sree Vasavi Arcade, 100ft Road , HRBR Block-1,
Above Axis Bank , Bengaluru -560043



Principal
**SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE**

Annexure – A1

1. The company follows a holding policy for new trainees under which the company will retain 10% of your CTC for the first four months of your employment with us. This amount will be held with the company for a period of six months from the date of your taking up employment and payable to you in full upon completion of the above said period.
2. If you decide to resign from the company before completion of six months you forfeit the holding amount and no claim whatsoever will be entertained in this regard.
3. In the event that you decide to leave the company before a period of six months the following shall apply as is the case: -
You will be required to give at least one-month notice of resignation to the company or pay to the company one month's salary in lieu of the notice. You will also forfeit the amount in holding with the company.
4. The company will provide you extensive training during the first three months of your employment with us and expects you to return the investment made on this training in the form of personal value addition to the company. The training materials provided to you are property of the company and confidential information. Carrying the materials outside the company or disclosing them to anyone other than employees of the company is a breach of trust and will result in immediate forfeiture of the holding amount and termination of employment without notice.
5. Spreading rumors, soliciting employees of the company for outside employment or coercing coworkers to leave the company is strictly prohibited and frowned upon. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.
6. If unable to hit your target, the conveyance allowances will be deducted from the salary.
7. Every month your salary will be credited in your Account by 10-15th. Please provide your account details to the finance department.

Please indicate your understanding and acceptance of the above terms and conditions by signing in the space provided below.

I accept.

Aschitha

(Signature, name & date)



Devi
Principal

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Annexure – A

Salary structures can be bifurcated as under:

Basic Pay	10,000		
Cost of Living Allowance (COLA)	2000		
House Rent Allowances	2000		
Medical Allowances			
Conveyance Allowances	1000/- per month		
Performance Incentives	2000		
Other Allowances	1000		
Deductions	P.F.	Professional Tax	TDS
Leave Salary	No leave Salary	Other eligible Salary	

Total CTC: 2,16,000/-




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ABOUT US:

Established in 2007, and has grown at a substantial rate and now has affiliated offices in four major cities in India with its head office located in Bangalore.

We are one of India's most innovative, dynamic and progressive sales and marketing company. We continue to deliver the exposure and impact on behalf of our clients, thus allowing both parties to grow and expand with success.

Here at The **Xstream Group**, we service our clients by taking their products and services directly to the ultimate consumer. This combines the information of an advertisement with the reassurance of word of mouth recommendations and customer service that we feel is second to none.

Annexure - B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

3. Working Hours:

The regular working hours of the company are from 9:30 to 6:30 including 1 hour for lunch break and 15 minutes for tea break.

4. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

5. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training programme without any extraneous circumstances would lead to automatic termination of your employment.




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6. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

7. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best Endeavour to prevent any other person from doing so.

8. Restrain:

i. Access to Information:

Information is available on need to know basis for specific groups and the network file server of the company is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.

ii. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use.

9. Leave:

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company. Three days advance intimation is required to be given for availing leave. In the event of a sick leave you will be required to furnish a doctor's certificate for the period of leave. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.




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10. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, disabling all working stations, floppy disk drives and companywide awareness about the need for protection of intellectual property and sensitive customer information.

11. Termination of Service:

- i. Either party can terminate this employment by serving a notice of one month on the other, save and accept that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.
- ii. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.
- iii. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

12. Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

13. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a latter date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules Of the company as shall be in force from time to time.

I accept.

Nechitha

(Signature, name & date)



[Signature]
Principal
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13th February, 2022

Sub: Offer of employment by Pin Click

Dear Samson,

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, 2022, 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	Samson	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	01-July -2022	
	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			

Page 1 of 1




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Dear Arjun Nambiar,

We are thrilled to inform you that you are being invited to the **APPLICANT TRAINING PROGRAM** at **BYJU'S**.

For the first 8 Days you will have virtual training (Through Webinar), Post completion of Virtual training, On-the-Job Training (OJT) of 4 weeks will be physically done in the office. Furthermore, only after successfully clearing the assessments and minimum requirements you will get to be eligible for being offered a permanent position of Business Development Associate at the end of the training period. We are pleased to have you on board and you will be receiving your invitation Letter.

Please reply to this mail to acknowledge and confirm your offer.

JOINING DETAILS:

Date of Virtual Training- 11th Oct, 2022

Joining Location : Bangalore (Inbound Sales)

Stipend for the entire OJT Program of 4 weeks: INR 19000 for all Karnataka locations and INR 16600 for all office locations apart from Karnataka.

Please note the compensation would be adjusted on a pro-rata basis based on the number of days you are active in the training program.

DETAILS OF BYJU'S APPLICANT TRAINING PROGRAM:

The **On-the-Job Training will be conducted at the Joining location itself**. During your On Job Training, you will be expected to connect with customers and provide Byju's product demos. You will be assessed and evaluated during the ATP individually.

IMPORTANT THINGS TO NOTE:

Please note the following points regarding your training and onboarding as given below:

Your successful completion of the ATP - (OJT phase) will depend upon fulfilling all the below mentioned criteria:

1. Satisfactory performance and **conduct related feedback from your Manager, Trainer and HR Team** during the OJT phase
2. Successfully clearing all **capability, performance assessments/evaluations and quality audits** conducted during the OJT phase
3. Achieving the minimum criteria of Product Demos and Revenue during the OJT phase of the Program (details of the minimum criteria will be communicated to you at the beginning of the program)

You **need to have a laptop and a working broadband connection** or internet dongle at all times during the training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfillment of this requirement.

We at BYJU'S or any of our recognized partners, do not charge any monetary sum against interviewing/selecting any candidate, please get in touch with your official recruiter or report back to us at recruitment@byjus.com to report any such incident.

you will get an opportunity to be eligible for being offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Upon **successful completion of the Applicant Training Program**, you will be eligible to be **offered the role of a Business Development Associate**. Post your joining the organization as an employee, you will be working at your role location itself for the role of Inside Sales.

Annual CTC post successful completion of the Applicant Training Program: INR 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. This role will be on-site working per week model with one day week off both during as well as after training.

ABOUT BYJU'S:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 71 minutes being spent by a student on the app every day from 1701+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross-section of mobile, interactive content and personalized learning methodologies.

Until date BYJU'S has raised over USD 2 Billion from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a BYJUite officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.


Please visit <https://youtu.be/2XeGI5RHypQ> for a better insight into the job.

Regards,

Team BYJU'S



A handwritten signature in blue ink, appearing to read "Ajay".


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MANGALORE

HO/HR/TA/97882161

Date:28/06/2022

Mr. Preetham Rai,
SHREE DEVI NILAYA PERAL,VIA KUMBLA, KASARAGOD,KERA, SHREE DEVI NILAYA PERAL, kasaragod, Kerala, 671321

Dear Mr. Preetham Rai,

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of '**Executive Trainee**' - **Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's **vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in India. However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank:

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you are required to join the Bank as per the date, agreed in our discussion.




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MANGALORE

We welcome you to ESAF Small Finance Bank and look forward to your valuable contribution in scaling **ESAF Bank** to greater heights.

Yours sincerely,



Bobby Abraham Mathew
Head HR (In-Charge)

Compensation Particular	Monthly	Annual
(A) Fixed Monthly Pay - EARNINGS		
Basic Pay	12400	148800.0
House Rent Allowance	2480	29760.0
Dearness Allowance	2000	24000.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
Periodicals / Self Development Allowance	0	0.0
Food allowance/Coupons	0	0.0
LTA	0	0.0
Special Allowance	4450	53396.0
Total (A)	21330	255956.0
Fixed Monthly Pay - DEDUCTIONS		
Provident Fund - Employee	1728	20736.0
Professional Tax	0	0.0
Charity Fund	124	1488.0
ESWT Fund Contribution	124	1488.0
ESWT Membership - Rs.1000/- **	0	0.0
Let Them Smile (Voluntary)	0	0.0
Staff Advance (if taken)	0	0.0
Death Fund	0	0.0
TDS	0	0.0
Total Recovery	1976	23712.0
Net Salary Credit to Bank A/c	19354	232244.0
(B) Annual Pay		
Bonus	583	7000.0
Total (B)	583	7000.0
(C) Retiral & Other Benefits (Employer Contribution)		
Provident Fund - Employer	1728	20736.0
Medical Insurance	667	8000.0
Leave Surrender	0	0.0
Gratuity	692	8308.0
Total (C)	3087	37044.0
Cost To Company (A+B+C)	25000	300000.0

1. Incentives are paid to Employees in Business Stream as approved from time to time
2. Performance Pay upto 10% of Gross will be paid to staff in other Streams based on Bank's, Department's and Individual's annual performance
3. Employees Deposit Linked Insurance Scheme on Normal Death.
4. Group Term Life Insurance (for spouse also)
5. Death Benefit from Staff Welfare Trust
6. Future Gratuity benefits.
7. ESAF CUG facility.
8. Car Component as per Car Policy of the Bank
9. Changes as per bank policy will be incorporated time to time



- NB: 1. 1% of Basic salary will be deducted towards ESAF charity Fund meant for the charitable activities conducted by ESAF Society (eligible for 80G deduction under Income Tax Act)
2. 1% of Basic salary will be deducted towards ESAF Staff Welfare Fund meant for the employees of ESAF group
 3. Applicable TDS will be effected on the salary.




Principal
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

22 October 2022

OL No: SHC22057

Dear < Minnuja > ,

Greetings from Skillhacc!

We congratulate you for being selected for a **3 Months** Training with Skillhacc Edtech Pvt. Ltd.

Title: **Business Development Trainee/Intern**

Training Date: **01 November 2022 to 10 November 2022**

OJT Start Date: **11 November 2022**

OJT End Date: **12 February 2022**

Location of Training: Bangalore

Stipend: **INR 20000** Per Month + **INR 10000** as incentives (Subject to statutory deductions)

Target: **150000 INR** per month..

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillhacc Edutech, and will report on or before **01 November 2022**.

SIGNATURE: Minnuja
(Candidate's Signature)

DATE: 24/10/2022

Address :- #391, 1st Floor, Dwarakanagar, BDA Link Road, Channasandra, Near Uttarahalli main road, RR Nagar, Bangalore 560098




Principal
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MANGALORE

Training Policy

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

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

Job Type: Full Time Training

Location: Bangalore.

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

SIGNATURE: _____

(Candidate's Signature)

Minneja

DATE: _____

24/10/2022



[Signature]

Principal

SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Address :- #391, 1st Floor, Dwarakanagar, BDA Link Road, Channasandra, Near Uttarahalli main road, RR Nagar, Bangalore 560098

ANNEXURE

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




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