



CSE
Offer: Computer Consultancy
Ref: TCSL/DT20206647227/Trivandrum
Date: 16/04/2021

Ms. Shreya Nambiar
Flat No. 402, Tower C2, Srs Royal Hills, Srs City Greater Faridabad,
Sector 87,
Faridabad-121002,
Haryana.
Tel# 91-9891762557

Dear Shreya Nambiar,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

TCS Confidential
TCSL/DT20206647227

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

1



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 ₹15,000/- 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.

House Rent Allowance (HRA)

Your HRA will be ₹7,500/- 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

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.

Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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

TCS Confidential

TCSL/DT20206647227

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Chhatrapati Shivaji Building 6th Floor, Infopark, Baramulla Road, Kharjuwadi, Pune 411 004, India

Tel: +91 20 2612 2000 Fax: +91 20 2612 2001

Registered Office: No. 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

TCSL is a member of the Tata Group of Companies. For more information, visit www.tcs.com



components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,200/-. 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 ₹3,200/- 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 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 ₹400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of ₹70,000 payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.



XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Loans

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

TCS Confidential

TCSL/DT20206647227

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Ventura Building 6th Floor, Indraprastha Knowledge Park, Sector 16, Gurgaon-122 002 India

Tel: 011-414 5000 Fax: 011-414 5257 Website: www.tcs.com

Registered Office: National Building, 10th Floor, Market Street, Chennai-600 008 India

TCS Career Services:  www.tcs.com



Withdrawal of Offer

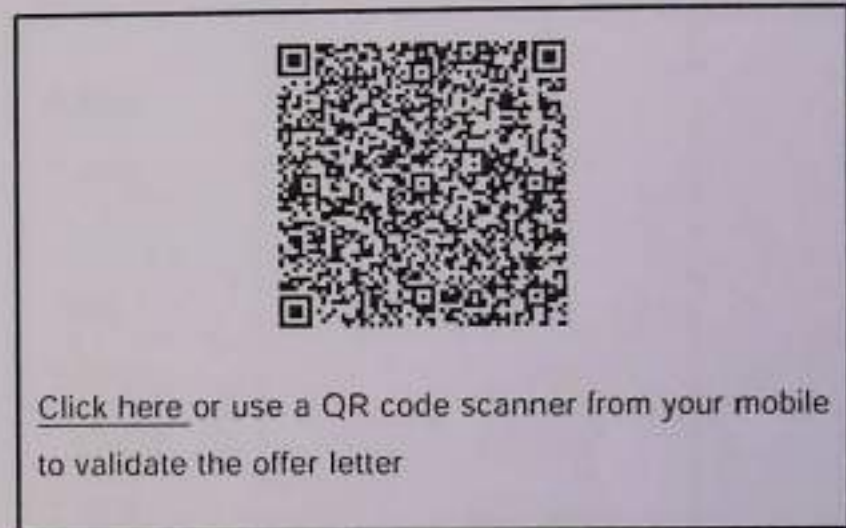
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Shreya Nambiar
Designation	Systems Engineer
Institute Name	Vimal Jyothi Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,200	50,400
Quarterly Variable Allowance*	3,200	38,400
3) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
4) City Allowance	400	4,800
TOTAL GROSS	51,844	7,00,022
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)



CSE
Offer: Computer Consultancy
Ref: TCSL/DT20206462720/Trivandrum
Date: 09/01/2021

Mr. Agin Chandran
150,
Cheruthazham Village,
Kannur-670501,
Kerala.
Tel# -

Dear Agin Chandran,

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 &

TCS Confidential
TCSL/DT20206462720

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office Nirnal Building, 9th Floor, Nariman Point, Mumbai 400 021

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



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

K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206462720

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kuzhupatti PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

12



GROSS SALARY SHEET

Annexure 1

Name	Agin Chandran
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

TCS Confidential
TCSL/DT20206462720

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kuzumargi PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

13



196
Offer: Computer Consultancy
Ref: TCSL/DT20196171447/Trivandrum
Date: 23/06/2021

Ms. Aishwarya M
'Aishwarya', Kmc Xxiii/856 Pathiriparamba,
Melechovva,
Kannur-670006,
Kerala.
Tel# 91-9495458433

Dear Aishwarya M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer in Grade C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20196171447

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Korumangala 2nd Phase, KPD, Kochi-682 030 India
Tel: 0484 664 5000 Fax: [REDACTED] Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Career Services Line: 1800-306-3311 Email: [REDACTED]



GROSS SALARY SHEET

Annexure 1

Name	Aishwarya M
Designation	Systems Engineer
Institute Name	Vimal Jyothi Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Quarterly Variable Allowance*	3,100	37,200
3) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
4) City Allowance		
	400	4,800
TOTAL GROSS	51,844	7,00,022
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)

TCS Confidential
TCSL/DT20196171447

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5050 Website: www.tcs.com
Registered Office Nimal Bldg, Nariman Point, Mumbai 400 021
TCS Careers Service Centre: 1800 200 1111 Email: careers@tcs.com

September 23, 2021

HRD/3T/1002137327/21-22

CSE
Mr. Albin Joseph

240

Punchal(H), Payyavoor, Paisakary(P.O)

Kannur-670633

India

Ph: +91-9961753903

Dear Albin,

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**

Certification signature by Richard Lobo
richard_lobo@infosys.com Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.09.23 15:25:10 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Albin Joseph			
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				

CSE



Offer: Computer Consultancy
Ref: TCSL/DT20206695113/Trivandrum
Date: 16/04/2021

Mr. Albin Joseph
240Kunjiparamba,
Payyavoor,
Payyavoor-670633,
Kerala.
Tel# 91-7591949275

Dear Albin 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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20206695113

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vijaya Building 6th Floor, Infopark, Kumbakonam PO, Kanyakumari District, India

Tel: 0432 255 5321 Fax: 0432 255 5322 Email: hr@tcs.com www.tcs.com

Registered Office: TCS Limited, 101, Colaba Causeway, Mumbai - 400 054, India

Corporate Office: TCS Limited, 101, Colaba Causeway, Mumbai - 400 054, India



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 ₹15,000/- 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.

House Rent Allowance (HRA)

Your HRA will be ₹7,500/- 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

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.

Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

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

TCS Confidential

TCSL/DT20206695113

2

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: National Centre, 13th Floor, Tata Centre, 101, Naraina, New Delhi - 110028
TCS Career Page: www.tcs.com

Withdrawal of Offer

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

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP



Click here or use a QR code scanner from your mobile to validate the offer letter

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

TCS Confidential
TCSL/DT20206695113

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vietnam Building 10th Floor, Saigon Park, Ho Chi Minh City, Vietnam 700000, India

San Jose Building 5000 Ave. De las Americas, San Jose, Costa Rica

Registered Office: Nival Building, 9th Floor, Naraina Point, New Delhi 110028, India

TCS Careers Services: 1800 209 3333 | Email: careers@tcs.com

Name	Albin Joseph
Designation	Systems Engineer
Institute Name	Vimal Jyothi Engineering College

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,200	50,400
Quarterly Variable Allowance*	3,200	38,400
3) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
4) City Allowance	400	4,800
TOTAL GROSS	51,844	7,00,022
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)

Offer: Computer Consultancy
Ref: TCSL/DT20206936450/Mumbai
Date: 20/08/2021

Ms. Aleena Joseph
Thozhuthumkal house,
Eruvessi p.o,
Chundaparamba,
Kannur, PIN :670632

Dear Aleena 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.

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/ TCS Xperience (detailed under Terms & 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.

- TCS Confidential
TCSL/DT20206936449

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



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.

TCS Confidential
TCSL/DT20206936449

2

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206936449

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. TCS Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Phone: 91 22 6778 2000/2222 Fax: 91 22 6778 3190 Website: www.tcs.com
Bangalore Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET

Annexure 1

Name	Aleena Joseph
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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 Incentive		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

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 on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is payable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 3,900/- 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.

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

TCS Confidential
TCSL/DT20206936449

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yashwantrao Chavan Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
 Phone: 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
 Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
 Career Services Serviceline: 1800 109 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20206468861/Trivandrum
Date: 09/01/2021

Mr. Aromal Joseph K M
Kalkuzhiyil HouseNaduvil Post,
Pallithattu,
Naduvil-670582,
Kerala.

Tel# -

Dear Aromal Joseph K M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be 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 &

TCS Confidential
TCSL/DT20206468861

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 4th Floor, Inlupark, Kusunnapin PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Narmal Building, 9th Floor, Nariman Point, Mumbai 400 021

Withdrawal of Offer

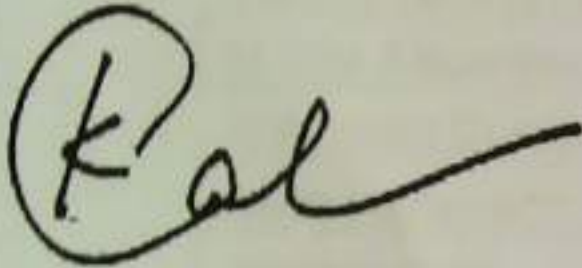
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206468861

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Narmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service: [Redacted] Email: careers@tcs.com

GROSS SALARY SHEET

Annexure 1

Name	Aromal Joseph K M
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

TCS Confidential
TCSL/DT20206468861

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagin PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nival Building, 9th Floor, Nariman Point, Mumbai 400 021

Offer: Computer Consultancy
Ref: TCSL/DT20206494582/Trivandrum
Date: 09/01/2021

Ms. Linisha Suresh
Makkoottam HouseKulakkattu Vayal,
Pattuvam,
Kannur-670143,
Kerala.
Tel# -

Dear Linisha Suresh,

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 &

TCS Confidential
TCSL/DT20206494582

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

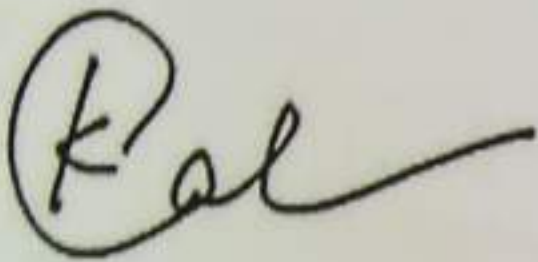
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206494582

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service-line: 1800 209 3111 Email: careers@tcs.com

12

GROSS SALARY SHEET

Annexure 1

Name	Linisha Suresh
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

CSE

APPOINTMENT ORDER

September 17, 2021

To,
Akhila Jose
Elamkulath (H), Nuchiyad (P.O), Kannur, Kerala

Dear Akhila Jose,

Our people are what makes Valorem Reply the leading-edge company. We hope that it resonates with you too. Thank you for the keen interest you have shown in our organization. It was our pleasure to interact with you, and trust that we gave you an appreciable understanding of our company and the position for which you have been considered.

With reference to your application and subsequent interview, we have the pleasure in offering you an appointment, subject to your acceptance of the following terms and conditions:

1. Date of Appointment:

This appointment will take effect from the date of your joining the establishment (Valorem Private Limited, SmartCity, Kochi), which would be 24th September, 2021.

2. Role:

You will be in the category of **Associate Consultant** at the office of Valorem Private Limited, located at SmartCity, Kochi.

3. Probationary Period:

You will be on probation for a period of six months from the date of your joining. This period of probation can, however, be extended up to one year, as the management may deem fit in its sole discretion. On completion of this period, you may be confirmed, if your services are found satisfactory. Unless confirmed in writing, you will be deemed to be continuing on probation.

If the management is not satisfied with your work and/or conduct, your services shall be liable to termination, without notice and/or assigning any reason whatsoever, at any time during or on completion of the probationary period.



Reg. Name: Valorem Private Limited
A-Block, Office #305 & 306, SCK - 01, SmartCity Kochi - Kerala India 682030
CIN: U12200KL2004PTC016996
tel: +91 (484) 619 1200 | www.valoremreply.com

4. Employment agreement:

You are required to sign on the Employment Agreement at the time of joining. The Employment Agreement details the scope, terms and conditions of your employment.

5. Duties and responsibilities:

(a) The management expects you to work with a high standard of initiative, efficiency and economy in the section or department in which you are placed.

(b) You will devote your entire time to the work of the management and will not undertake any other direct/indirect business or work, honorary or remuneratory, except with the written permission of the management in each case.

(c) You shall not seek membership of any local or public bodies without first obtaining specific permission from the management.

(d) You shall not divulge or give out to any unauthorized person, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, security arrangements, administrative and/or organizational matters of a confidential and secret nature, nor use the same for any purpose other than management's during the period of your employment with us or thereafter, which may be your personnel privilege to know by virtue of your being employee of the management.

6. Emoluments:

Your Annual Gross Salary will be **INR 3,20,004** (Rupees Three Lakhs Twenty Thousand Four only). Please refer Annexure I for Salary Break up.

You are also eligible for our discretionary performance based bonus plan. Any such bonus will be awarded based on Valorem's sole discretion and may be up to 10% of your annualized salary and will be payable up to 5% increments twice annually, once at the end of July and once at the end of December. Your eligibility for bonus begins on your six months completion of employment with us and you will be eligible for a pro-rated amount for 2022. Your first potential bonus payout will be in July 2022. To receive any such bonus, you must be employed at the time that the bonus is distributed.

7. Increments and Promotion:

Your increments and future prospects in the management shall entirely depend on your efficiency, hard work regularity in attendance, sincerity, good conduct, your contribution towards the success of the establishment and such other relevant factors. Promotions will be based on your performance, contribution and as per the prevailing rules and regulations of the. Increment and Promotion in no case shall be automatic and/or a matter of right.

Any communication sent by e-mail or telephone at the above e-mail address or mobile number will be deemed as proper service.

13. Other Rules and regulations:

In all those matters not covered by this letter you shall be strictly governed by the Rules, Regulations and/or the standing orders of the management as in force and/or amended from time to time, including the employee bond.

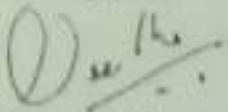
14. Verifications:

This appointment is based on complete reliance to the representations you have provided during our discussions prior to the release of the offer and other documents provided by you. Any misrepresentation either oral or written or any fraud or forgery related to your representations or any documentation submitted revealed through your background verification may result in revocation of this offer. The company reserves to terminate your employment, if such fraud, forgery, or misrepresentation is cited, post acceptance of this offer or during employment with the company.

It is necessary that we know your decision by 19th September 2021, in order to allow us to do required planning and preparing the appropriate documentation on time. We wish you all the best and hope to have a long and fruitful association with you!

Looking forward to hearing from you.

Thanking you,



For Sanjeev Sudheer
VP, Global Delivery & Operations



Annexure 1

Compensation Summary:

Job Title	Associate Consultant
Employment Status	Permanent
Compensation	Monthly Salary
Gross Monthly	INR 26,667.00
Date of Joining	September 24,2021

Salary Breakup:

Annexure I

Particulars	Monthly	Yearly
Basic	12,000.00	1,44,000.00
HRA	5,867.00	70,404.00
LTA	2,667.00	32,004.00
Medical Allowance	2,667.00	32,004.00
Conveyance Allowance	2,133.00	25,596.00
Special Allow	1,333.00	15,996.00
Gross Salary	26,667.00	3,20,004.00
PF Employer contribution	1,440.00	17,280.00
Bonus*		32,000.00
CTC	28,107.00	3,69,284.00

*Annual Bonus be payable up to 5% increments twice annually based on the performance, once at the end of July and once at the end of December at Valorem Reply's discretion. Your eligibility for bonus begins on your completion of six months of employment with us and you will be eligible for a pro-rated amount for 2022. Your first potential bonus payout will be in July 2022. To receive any such bonus, you must be employed at the time that the bonus is distributed.

Payroll Deductions:

- Tax Deduction at Source (TDS), if applicable.
- Corporation Professional Tax.
- Provident Fund Contribution.
- Labor Department Welfare Fund.
- Any other mandatory payroll deductions enforced by the government

07-Sep-2021

CSE
Aleena Saju
D/O Saju M I
Manimala House, Nellikutty P.O ,
Kerala, Kannur District, PIN Code 670632

Dear Aleena,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd., ("HSIN" or "Company")**.

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **15 Sep 2021**.

Your compensation plan is as per **Annexure A**.

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice in initial 3 months if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of 13 Sep 2021.
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our Chennai office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).
- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

Registered Office: Block 5, 10th Floor, DLF IT Park, 1/124, Shivaji gardens, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hitachisolutions.com | <http://www.hitachi-solutions.com>

- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.
- **All Original documents for verification.**

Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 13 Sep 2021.

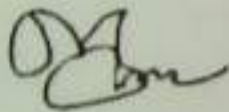
On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards

For Hitachi Solutions India Pvt Ltd



Krishnan Ramachandran

Vice President – Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

Registered Office: Block 5, 10th Floor, DLF IT Park, 1/124, Shivaji gardens, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hitachisolutions.com | <http://india.hitachi-solutions.com>

Annexure A

COMPENSATION STRUCTURE : Aleena Saju		
TITLE: Software Engineer	BAND:	LO
	Monthly (INR)	Annual (INR)
Fixed Salary (A)		
Basic Salary	22,000	2,64,000
House Rent Allowance	5,500	66,000
Retaining Allowance	469	5,628
Total Monthly Salary (A)	27,969	3,35,628
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31,680
Group Medical Insurance		25,000
Gratuity		12,692
Total Components (B)		69,372
Gross Cost to Company (A+B)		4,05,000
<i>Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR</i>		

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

 Registered Office: Block S, 10th Floor, DLF IT Park, 1/124, Shivaji gardens, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hitachisolutions.com | <http://india.hitachi-solutions.com>

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear Anila Sebastian,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of **"Software Trainee"** and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Anila Sebastian**

Designation: **"Software Trainee"**

CSE

Intent to offer Employment

Dear Ashly K P,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

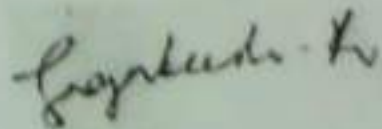
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

Intent to offer Employment

Dear Nived Rajeevan,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

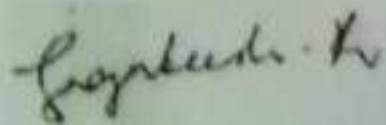
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

CSE
HRD/3T/1002126819/21-22

Mr. Vivek Rajan Nair
House No.42
Nethaji Housing Colony ,Trichambaram, Taliparamba
Taliparamba-670141
India

Ph: +91-9495879505

Dear Vivek,

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

Certification signature by Richard Lobo
-richard_lobo@infosys.com / Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.08.19 12:15:29 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

August 19, 2021

HRD/1002126819/21-22

Mr. Vivek Rajan Nair
House No.42
Nethaji Housing Colony ,Trichambaram, Taliparamba
Taliparamba-670141
India

Ph: +91-9495879505

Dear Vivek,

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:

Joining

Your scheduled date of employment with us will be **06-Sep-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Vivek Rajan Nair
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				

cse

Intent to offer Employment

Dear Vivek Rajan Nair,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

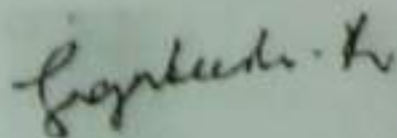
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition



Offer: Computer Consultancy
Ref: TCSL/DT20206936451/Mumbai
Date: 20/08/2021

Mr. Akshay Mohan
Maniyara Veedu
Near Government Hhospital,
Payyanur, 670307

Dear Akshay Mohan,

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.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20206936449

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 200 3111 Email: careers@tcs.com

1

Withdrawal of Offer

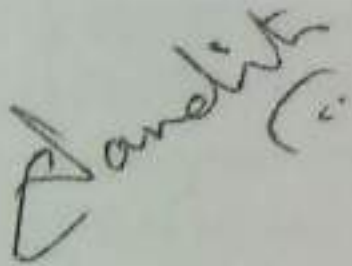
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206936449

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET

Annexure 1

Name	Akshay Mohan
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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

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 / Xperience Program.

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

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

TCS Confidential
TCSL/DT20206936449

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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

careers@tcs.com

CSE /
HRD/1002126422/21-22

Ms. Neha Ajay
Sraavan Paral Mahe
Mahe Puducherry India
Kannur-670671
India

Ph: +91-9745912215

Dear Neha,

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:

Joining

Your scheduled date of employment with us will be **30-Aug-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Neha Ajay			
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				

CSE

07-Sep-2021

Athulya Thankachan
D/O Thankachan
Nirappel House, Karakkamala P.O,
5th Mile, Mananthavady,
Wayanad, Kerala, 670645

Dear Athulya Thankachan,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd.**, ("**HSIN**" or "**Company**").

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **15 Sep 2021**.

Your compensation plan is as per **Annexure A**.

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice in initial 3 months if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of 13 Sep 2021.
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our Chennai office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).
- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

Registered Office: Block 5, 10th Floor, DLF IT Park, 1/124, Shivaji gardens, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hitachisolutions.com | <http://india.hitachi-solutions.com>

- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.
- **All Original documents for verification.**

Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 13 Sep 2021.

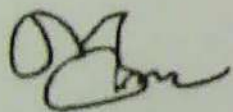
On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards

For Hitachi Solutions India Pvt Ltd



Krishnan Ramachandran

Vice President – Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

Registered Office: Block 5, 10th Floor, DLF IT Park, 1/124, Shivaji gardens, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hitachisolutions.com | <http://india.hitachi-solutions.com>

Annexure A

COMPENSATION STRUCTURE : Athulya Thankachan		
TITLE: Software Engineer	BAND:	LO
	Monthly (INR)	Annual (INR)
Fixed Salary (A)		
Basic Salary	22,000	2,64,000
House Rent Allowance	5,500	66,000
Retaining Allowance	469	5,628
Total Monthly Salary (A)	27,969	3,35,628
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31,680
Group Medical Insurance		25,000
Gratuity		12,692
Total Components (B)		69,372
Gross Cost to Company (A+B)		4,05,000
<i>Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR</i>		

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

 Registered Office: Block 5, 10th Floor, DLF IT Park, 1/124, Shivaji gardens, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hitachisolutions.com | <http://india.hitachi-solutions.com>

July 13, 2021

HRD/3T/1002136374/21-22

Ms. Priyamol James
Mannathu House , Kelakam P.O.
Kannur Dst.
Kannur-670674
India

Ph: +91-9400382277

Dear Priyamol,

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

VP and Head Human Resources - Infosys Limited

Signature invalid

Digitally signed by Richard Lobo
Date: 2021.07.13 14:47:42 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

July 13, 2021

HRD/1002136374/21-22

Ms. Priyamol James
Mannathu House , Kelakam P.O.
Kannur Dst.
Kannur-670674
India

Ph: +91-9400382277

Dear Priyamol,

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:

● Training

Your scheduled date of employment with us will be **19-Jul-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Priyamol James		
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				

July 13, 2021

CSE HRD/3T/1002137201/21-22

Ms. Vyshnavi K
Kalliasseri
Vannarath House, Hajimotta
Kannur-670562
India

Ph: +91-9037806692

Dear Vyshnavi,

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

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, Validity Unknown

Digitally signed by Richard Lobo
Date: 2021.07.13 15:00:28 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Vyshnavi K		
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				

December 9, 2021

HRD/1002127403/21-22

Mr. Rohith P R
Chandrakantham (H)
Paravanthatta, (PO) Korom
Payyannur-670307
India

Ph: +91-8301094259

Dear Rohith,

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:

Joining

Your scheduled date of employment with us will be **23-Dec-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your 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 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 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.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

● **Compensation and Benefits**

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation 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.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Rohith P R			
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				
Theme	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				

CSE

August 17, 2021

HRD/1002132236/21-22

Ms. Merena George
Elambaseril(H)
Payyavoor P.O., Payyavoor
Kannur-670633
India

Ph: +91-8078512160

Dear Merena,

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:

Joining

Your scheduled date of employment with us will be **30-Aug-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Merena George			
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				

July 13, 2021

CSE /
HRD/3T/1002137641/21-22

Ms. Angel Anto
MANIKOMPTEL(H),KACHERIKADAVU(PO),KANNUR
Kacherikadavu(PO), Kannur,
Iritty-670706
India

Ph: +91-8078335597

Dear Angel,

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

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown

Digitally signed by Richard Lobo
Date: 2021.07.14 14:35:15 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

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Angel Anto
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

September 23, 2021

HRD/3T/1002131867/21-22

Mr. Akshay Mohan
Maniyara House
Near Govt Hospital Payyanur
Kannur-670307
India

Ph: +91-6282858561

Dear Akshay,

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: 2021.09.23 15:25:02 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

September 23, 2021

HRD/1002131867/21-22

Mr. Akshay Mohan
Maniyara House
Near Govt Hospital Payyanur
Kannur-670307
India

Ph: +91-6282858561

Dear Akshay,

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:

Joining

Your scheduled date of employment with us will be **30-Sep-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Akshay Mohan			
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				

SUN/HRD/2021
14.06.2021

Devika K
Prasadam, Karivedakam,
Karivedakam P.O, Kasaragod, Chengala(via),
Kerala - 671541

Dear Devika K,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer (Band - A)** with effect from **23.06.2021** in our Company, based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

Your base location of posting will be **Trivandrum**. However, your work location can be any other location, including Work from Home arrangement or other co-location place as may be mutually beneficial. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.

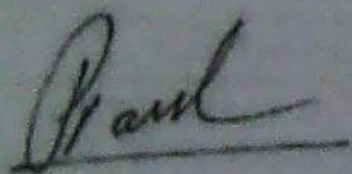
Regd Office SEZ 1: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module, Neville Tower, Ramanujan IT City, Taramani, Rajiv Gandhi Salai (OMR), Chennai, TN 600113 IN,

SEZ 2: SunTec Digital Solutions Private Limited, # Block A, Plot No. 18, Technopark Phase IV, Technopark, Chengala, India.
Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar, Chengala, India.
CIN: U72900TN2020PTC133818 E-mail: hr@suntecgroup.com
www.suntecgroup.com

- h) You warrant that as of the date of this Letter of Appointment, you are not under any obligation, restriction or duty, whether express or implied, to any third party (including interacting with clients and potential clients of the Company) which might or will adversely affect your ability to enter into this Letter of Appointment or which might or will prevent or restrict you, partly or wholly, from performing your duties as may be specified by your Reporting Authority from time to time.
- i) You agree to indemnify Company against any and all claims, actions, loss or damages sustained by Company as a consequence of your breaching any restrictions which you are or may be bound by/towards your previous employer/s. Any violation of this requirement will result in corrective action, up to and including termination of employment.
- j) By accepting this employment you confirm that you are able to accept this job and carry out the work that it would involve (including interacting with clients and potential clients of the Company) without breaching any legal restrictions on your activities, such as restrictions imposed by a current or former employer.
- k) This Letter of Appointment shall be governed and construed in all respects in accordance with the laws of Republic of India.
- l) In case any dispute arises relating to this Letter of Appointment or any of the terms contained herein, the dispute shall be referred to and settled by Arbitration by a sole arbitrator to be nominated/appointed by the Company in consultation with you. The parties shall not approach any court of law till such arbitration is concluded. The Arbitration proceedings shall be in accordance with the Indian Arbitration and conciliation Act, 1996. The venue of Arbitration proceedings shall be Trivandrum. However, the Company shall be entitled to approach Courts of law, in relation to any breach, threatened breach or anticipated breach of Intellectual Property rights.
- m) The parties hereby agree to submit to the exclusive jurisdiction of the courts in Trivandrum, India, for initiating any legal action for enforcing any terms and conditions of this Letter of Appointment.
- n) If any of the clauses or sub clauses of this Letter of Appointment become invalid or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.
- o) If you agree to accept this Letter of Appointment on the above terms and conditions, you agree to sign the counterpart of this Letter of Appointment enclosed herewith duly signed on all pages.

Yours truly

for SunTec Digital Solutions Private Limited



Prakash P Nair
Head – Human Resources

Acceptance of the appointment letter

I have read and understood the terms and conditions of the above Letter of Appointment and I unconditionally accept the same without any reservations whatsoever.

Signature
Name: Devika K
Date:

Regd Office SEZ 1: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module, Neville Tower, Ramanujan IT City, Taramani, Rajiv Gandhi Salai (OMR), Chennai - 600113 IN,

SEZ 2: SunTec Digital Solutions Private Limited, Block No.18, Technopark Phase IV, Technopark, Trivandrum, Kerala, India.
Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar, Trivandrum, Kerala, India.
CIN: U72900TN2020PTC133818
www.suntecgroup.com
hr@suntecgroup.com

Annexure

Name Devika K
 Band A
 Designation Associate Software Engineer

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	204000	Paid monthly
House Rent Allowance	81600	Paid monthly
Other Allowances	12829	Paid monthly
Leave Travel Allowance	17000	Paid monthly
Medical Reimbursement	5000	Paid monthly
Transportation	18000	Paid monthly
Internet & Mobile Reimbursement	12000	paid monthly
Food & Refreshments	9600	Paid monthly (with food card)
Medical Insurance	5679	Paid on behalf of company
Provident Fund*	24480	Employer's contribution
Provision for Gratuity**	9812	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (PLB/TPLB)***	50000	
Total Earning Potential	450000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the total amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential and should not be shared with anybody within or outside SunTec.

*Additionally you are eligible for Group Medical Insurance/Personal Accident Insurance and Term Life Insurance Cover as applicable to your work level in line with the company HR policy

**You will be entitled to Gratuity settlement as per the Act once you complete 4 years 240 days of continuous service with SunTec.

Training Performance Linked Bonus/PLB***

TPLB/PLB will be calculated in a prorated basis on successful completion of training, and will be paid after 3 months from the date of the joining on the basis of training score.

Regd Office SEZ 1: SunTec Digital Solutions Private Limited, 13th Floor, Module, Neville Tower, Ramanujan IT City, Taramani, Rajiv Gandhi Sala, Chennai - 600 096, India.
 SEZ 2: SunTec Digital Solutions Private Limited, Plot No. 18, Technopark Phase IV, Technocity, Kowdiar, Chennai - 600 026, India.
 Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar Post Office, Chennai - 600 026, India.
 CIN: U72900TN2020PTC133818 E-mail: hr@suntec.com www.suntec.com



Mindtree

A Larsen & Toubro Group Company

27

Date: 14-Jul-2021

To

Merin Benny
INDIA

Dear Merin Benny,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.



Mindtree

A Larsen & Toubro Group Company

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.


Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Merin Benny, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	MERIN BENNY

Annexure 1

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

Name : Merin Benny
Salary Grade : C
Designation : JUNIOR ENGINEER
Stipend : INR 21,100 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is INR 550 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2021 - 2022 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Compensation stack effective from the date of confirmation

Name : Merin Benny

Salary Grade : C

Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

CSE

CB

April 17, 2021

Ms Anusha

anushajohn119@gmail.com

Candidate Id:CN20210168

Dear Anusha

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D-Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. In addition you will be provided with other allowance upto Rs.1500/-. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of Rs.3,06,000/-. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

accepted

Anusha

18/04/21

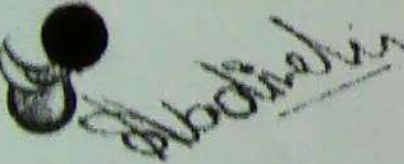
Annexure I: Annual Compensation Structure			
Name	Ms. Anusha	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

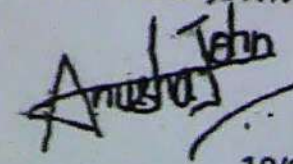
For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

Anusha John

18/04/21

CSE

29



A Unit of Focus 4D career Education Pvt. Ltd

April 17, 2021

Ms Aleena Saju

aleenasaju29@gmail.com

Candidate Id:CN20210172

Dear Aleena Saju

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance based pay. In addition you will be provided with other allowance upto Rs.1500/-. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

On confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of Rs.3,06,000/-. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure

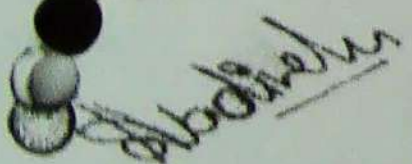
Name	Ms. Aleena Saju	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D-Career Education Pvt Ltd.



Arumugam N Vadivelu

Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



Offer: Computer Consultancy
Ref: TCSL/DT20206470316/Trivandrum
Date: 09/01/2021

Mr. Thomas Anto
Kalappurayil(H)Ottathai(P.O),
Alakode,
Kannur-670571,
Kerala.
Tel# 91-7306741375

Dear Thomas Anto,

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 &

TCS Confidential
TCSL/DT20206470316

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

1



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.

TCS Confidential
TCSL/DT20206470316

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PD., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3311 Email: careers@tcs.com

2

Withdrawal of Offer

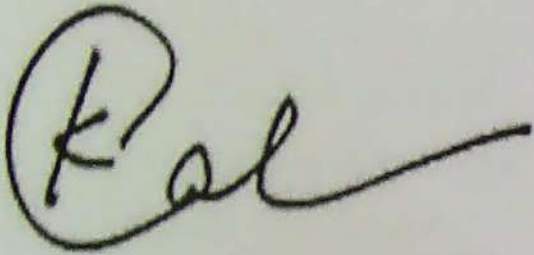
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206470316

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

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



GROSS SALARY SHEET

Annexure 1

Name	Thomas Anto
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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)

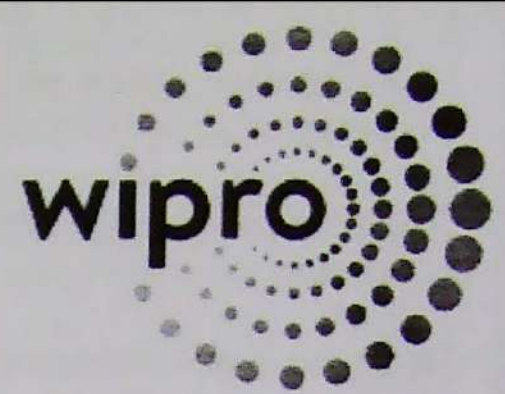
Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TCS Confidential
TCSL/DT20206470316

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nimal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



APPOINTMENT LETTER

June 20, 2021

Dear Anagha Asokan,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

I Anagha Asokan, confirm that I am voluntarily and irrevocably entering into this offer letter with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Anagha Asokan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

18th May 2021
Nivedya Susil

WELCOME LETTER

Dear Nivedya,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,
Unit O203, 2nd Floor,
Building SCK-01,
Smartcity, Kochi- 682030
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at hr@gadgeon.com.

We look forward to you having a long and fruitful relationship with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt. Ltd

5. Compensation

- a. Your all-inclusive average compensation package on a cost to company (CTC) basis shall be between Rs. 4,20,000/- to Rs.6,00,000/- based on the performance during probation period. The details are given below.

Gadgeon Smart Systems Private Limited CTC Stack		
Components of CTC	Amount	Remarks
Basic + DA	₹17,518	15500+(Monthly Gross-20000)*(Basic+DA)%
HRA	₹6,027	15% of Monthly Gross
Medical Insurance	₹0	Covered up to 3 lakhs for hospitalization - actual will be deducted when insurance is effective (approximate amount)
Life Insurance	₹0	Covered up to 25 lakhs for the term life insurance
Accident Insurance	₹0	Covered up to 15 lakhs for life + hospitalisation + personal accident
Flexible Benefits plan	₹16,635	Includes Telephone, Food coupons, Car allowance, Children's education, etc
PF @ 12% of Rs.15,000/-	₹1,800	Employer contribution - not shown in the salary statement
Labour welfare fund	₹20	Employer contribution - not shown in the salary statement
Variable component	₹5,000	Quarterly Performance Linked Compensation (QPLC) payout will be done quarterly based on the performance against the target
Average Monthly CTC	₹47,000	Actual monthly CTC will be between Rs. 35,000/- to Rs.50,000/- based on the performance during probation period
Average Annual CTC	₹5,64,000	Actual yearly CTC will be between Rs. 4,20,000/- to Rs.6,00,000/- based on the performance during probation period
QPLC Payment Criteria	Quarterly target	<=60% - 0% QPLC; >60% & <=80% - 50% QPLC; >80% & <=100% - 100% QPLC; >100% - 100% QPLC + 2% of additional revenue generated
	₹0	

***Quarterly Performance Linked Compensation (QPLC)** payout is a factor of Organizational, Team & Individual performance for the defined assessment period.

Gadgeon facilitates **Group Medical Insurance Coverage** of upto 3 Lakhs for employee and dependents, premium to be contributed by the employee.

- b. Salary breakup can change from time to time based on government laws and company policy. Your salary will be payable in arrears on the first working day of the month.
- c. Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. Income Tax will be deducted at Source (TDS) in accordance with the prevailing Income Tax laws. If you plan to invest or have invested in, any Tax Saving instruments, you are required to declare the same in writing to the finance department, to compute the appropriate amount of TDS. However, for your income

Mr. Arun Augustine
Nellikutty,
Kannur,
670632

01st June, 2021

OFFER LETTER

Dear Mr. Arun Augustine,

Congratulations!!

Further to the discussion you had with us, we are pleased to offer you the post of **Software Developer** at Innovature, or in such other capacity the company shall from determine time to time. I believe that your talents will not only benefit Innovature but also that our mutual relationship will assist you in reaching your personal and professional goals.

You are requested to be available online on **02nd August, 2021** by **10.00 AM**. You shall be based at our **Kochi Development Centre** initially and should be willing to travel or re-locate on-site for business purposes at any given point of time.

Your annual compensation shall be INR Rs. **2,64,000** /- (Rupees **Two Lakhs Sixty-Four Thousand** only) per annum (CTC) as shown in Annexure A. Your compensation may also include Insurance, Casual, Sick and Privilege leave and other benefits as per corporate policy. Detailed compensation plan will be provided in the Employment Agreement given to you at the time of joining. Kindly note that your compensation is strictly confidential between you and Innovature. Disclosing this information to third parties would be considered a violation of the confidentiality policy and may be liable of disciplinary action. You will be on probation for **12** months from the date of your joining and your services will be confirmed in writing after the successful completion of your probation period. The probation period may be extended if your performance does not meet expectations.

I am anticipating that you will accept this offer by **02nd June, 2021**. Upon joining you will be required to sign an "Employment Agreement". You will also be required to bring the documents as shown in Annexure A (along with photocopies), on the date of your reporting. Kindly note that this offer is strictly contingent upon satisfactory review of your reference/ background checks and the certification of any relevant academic and professional credentials.

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me. We wish you a successful and rewarding career with us.

Innovature Software Labs (P) Ltd.
18th Floor, Trans Asia Cyber Park, Infopark SEZ, Phase 2, Kakkanad, Cochin, Kerala, India-682303
Ph # +91 484 4038120 www.innovature.ai CIN: U72200KL2005PTC018749

CSE



27-Aug-2021

Dear Renil Aneesh,
B.Tech, Computer Science
Vimal Jyothi Engineering College, Kannur

Candidate ID – 16660752

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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 note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



Compensation and Benefits

Name: Renil Aneesh

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



Offer: Computer Consultancy
Ref: TCSL/DT20206874431/Pune
Date: 14/08/2021

Ms. Anusree K
Sree ViharKariyil,
(Po) Mangattidum,
Kannur-670643,
Kerala.
Tel# 91-9074088461

Dear Anusree K,

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.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20206874431

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Bu [redacted] Man Point, Mumbai 400 021

TCS [redacted]



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206874431

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Point, 9th Floor, Nirmal Point, Mumbai 400 021
TCS Careers Service [Redacted] mail: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Anusree K
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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

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 / Xperience Program.

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

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



30

Offer: Computer Consultancy
Ref: TCSL/DT20206470316/Trivandrum
Date: 09/01/2021

Mr. Thomas Anto
Kalappurayil(H)Ottathai(P.O),
Alakode,
Kannur-670571,
Kerala.
Tel# 91-7306741375

Dear Thomas Anto,

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 &

TCS Confidential
TCSL/DT20206470316

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India
Tel: 0184 664 5000 Fax: 0184 664 5001
Registered Office Nival Build [Redacted] Website: www.tcs.com
Man Point, Mumbai 400 021

Withdrawal of Offer

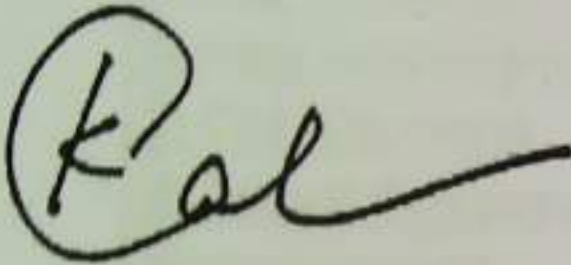
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Thomas Anto
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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)

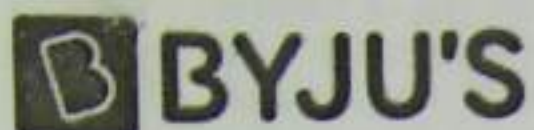
Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TCS Confidential
TCSL/DT20206470316

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunyagiri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5001 Website: www.tcs.com
Registered Office Nimal Building, [Redacted], [Redacted] Point, Mumbai 400 021



CSE

Offer Letter

Ms. Archana A

Date: Friday, July 16, 2021

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Trainee - Mentoring on following terms and conditions:

Offer Details:

Designation:	Trainee - Mentoring
Department:	User Experience (51000011)
Employment Type:	Trainee
Date of Joining:	Friday, July 23, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-	
Fixed Compensation:	500000 INR
Variable Compensation:	100000 INR
Variable Pay Frequency:	Annual

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

are requested to join the services of the Company not later than Friday, July 23, 2021, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing. Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorised signature.

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Employee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company. All Think & Learn Pvt. Ltd., employees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

07-Sep-2021

CSE
Rojin Thomas
S/O Thomas Joseph
Thacharukudiyil (H) Mandapam (P.O)
Chittarikkal (VIA) Kasaragod (DIST)
Kerala 671326 (PIN)

Dear Rojin Thomas,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd.**, ("HSIN" or "Company").

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **15 Sep 2021**.

Your compensation plan is as per **Annexure A**.

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice in initial 3 months if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of 13 Sep 2021.
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our Chennai office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

Registered Office: Block 5, 10th Floor, DLF IT Park, 1/124, Shivaji garden, Mount Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hitachi-solutions.com

- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.
- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.
- **All Original documents for verification.**

Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 13 Sep 2021.

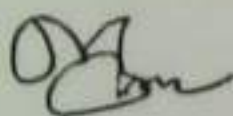
On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards

For Hitachi Solutions India Pvt Ltd



Krishnan Ramachandran

Vice President – Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

Annexure A

COMPENSATION STRUCTURE : Rojin Thomas		
TITLE: Software Engineer	BAND:	L0
	Monthly (INR)	Annual (INR)
Fixed Salary (A)		
Basic Salary		
House Rent Allowance	22,000	2,64,000
Retaining Allowance	5,500	66,000
	469	5,628
Total Monthly Salary (A)	27,969	3,35,628
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31,680
Group Medical Insurance		25,000
Gratuity		12,692
Total Components (B)		69,372
Gross Cost to Company (A+B)		4,05,000
<i>Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR</i>		

20/08/2021

Ref: 0085/2021/Smaartt/INDIA

Ms. Bushra K N.
Kerala, India.

APPOINTMENT LETTER

Dear Bushra,

This is with reference to your application and subsequent discussion you had with us. We are pleased to offer an employment in our organization under the following terms and conditions.

1. POSITION

You are being appointed as "Associate Consultant – Digital Innovation".

2. JOINING DATE:

The employment shall commence on **26/08/2021**.

3. COMPENSATION:

You will be paid annual CTC of **Rs. 4,00,000 (Indian Rupees Four Lakh Only)** including all the components of the salary. Please refer Annexure-I for details on the compensation and statutory deductions.

4. PROBATION & EMPLOYMENT:

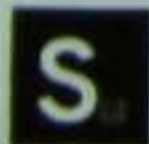
You will be employed on a **six months'** probationary period and your confirmation will be dependent upon your performance during this time. On successful completion of the probationary period, your services will be confirmed and will be indicated to you through a separate Letter of Confirmation. However, the management reserves the right to extend the probationary period if it is deemed necessary. During your Probationary period, your contract can be terminated on an immediate basis based on the Company's decision. No resignation will be accepted during the probation period. However, the company at its own discretion, under special circumstances and subject to the review of the case at an appropriate period, may accept a formal resignation by an employee provided the employee adheres to the company's final decision on his/her resignation.

5. RETIREMENT:

The retirement age is 58 years.

6. LOCATION:

You will be located in India (Work from home). However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the company or any one of its associates or clients conducts business.



Smaartt

Please note that the appointment becomes null and void in case, you don't acknowledge this offer within three days from the date of receiving it or in the event of you not joining the duty on or before the agreed date of joining.

You are requested to submit the following documents /Photocopies to initiate the on-boarding and mobilization process along with the following documents (Clear Scans).

1. Proof of Address (Aadhaar Card)
2. Proof of Identity (PAN Card)
3. Copy of Passport
4. Education Credentials (Highest to SSC)
5. Passport Size color photographs with white background (2 No's)
6. Reliving and Experience letter (Last Company)
7. Last 3 months Payslips and Bank Statements
8. Form 16 of previous year

I agree to accept employment on the terms and conditions mentioned in the above letter.

We wish you a bright career with **Smaartt!!**

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:

Mrudula Satam

EC38E995B529433

Mrudula Satam

HR-Employee Success, (India)

DocuSigned by:

Bushra K N

018DB7D50F2A4AF...

Accepted By



ANNEXURE- I
Compensation Sheet

Name: Bushra K.N.

Designation: Associate Consultant – Digital Innovation

Salary Particulars	Per Month (Rs)	Per Annum (Rs)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Other Allowance	7,200	86,400
Total Gross	28,200	3,38,400
Deductions		
Employee PF	1,800	21,600
Profession Tax	200	2,500
Addition		
Employee Retention Bonus (Payable Quarterly)	3,333	40,000
Net Take Home	29,533	3,54,300
Other Benefits		
Employer PF	1,800	21,600
Total CTC	33,333	4,00,000

*Your compensations shall be subject to statutory and Income Tax Deductions.

1. TDS on Salaries:

The tax will be deducted at source as per the provisions of section 192 of the Income Tax Act, 1961 for the employees in case his/ her salary exceeds the basic exemption limit and subject to investment declaration as may be submitted on a yearly basis.

2. Provident Fund:

Provident Fund consists of employee contribution and equal amount of contribution from employer. The same will be made as per manner as may be prescribed under Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

3. Profession Tax:

Profession Tax will be deducted from Salary based on the provisions as may be prescribed under the Maharashtra State Tax on Professions, Trade, Callings and Employments Act, 1975.

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:
Mrudula Satam
8/25/2021

Mrudula Satam
HR – Employee Success (India)

DocuSigned by:
Bushra K N
8/25/2021

BUSHRA K N
8/25/2021
Accepted By



CSE



APPOINTMENT LETTER

September 10, 2021

Dear Drisya Thomas,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

Joining Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of at least 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,



Aparna Shastri
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

Drisya Thomas confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Drisya Thomas

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

*Notional sum of gratuity contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the fixed salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** which may vary during exigency.

- a. One-time interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. One-time interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or towards purchase of a two wheeler in immediate family or self-marriage
- c. Medical insurance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Health insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV

CSE

HRD/3T/1002387066/21-22

Mr. Jesvin Jaison
Perumpallil(H)
Areekamala(P.O)
Kannur-670581
India

Ph: +91-9495868520

Dear Jesvin,

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
VP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
«richard_lobo@infosys.com» Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.09.06 20:03:01 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

September 6, 2021

HRD/1002387066/21-22

Mr. Jesvin Jaison
Perumpallil(H)
Areekamala(P.O)
Kannur-670581
India

Ph: +91-9495868520

Dear Jesvin,

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:

Joining

Your scheduled date of employment with us will be **20-Sep-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Jesvin Jaison
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

CSE

U -
S T

UST/43593736/7719936
13/09/2021

Renuka T
Bangalore

Sub: Letter of Offer

Dear Renuka,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Tester I - Semiconductor Product Validation", T1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.300,000.00/- (Rupees Three Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 16/09/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 16/09/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

U .
S T

automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 16/09/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

Renuka, T

Execution by the Employee:

I, Renuka T, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

Provisional Offer Letter

Dated: 01/09/2021

Re: Employment with Fingertipplus Technologies Pvt. Ltd.

Dear Sreelakshmi Sureshkumar,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertiplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of "**Software Trainee**" and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

For Fingertipplus Technologies Pvt Ltd,

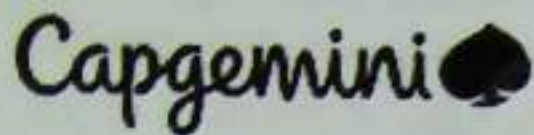


Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Sreelakshmi Sureshkumar**

Designation: **"Software Trainee"**



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: 1000809

Letter of Intent ("LOI")

Dear Shebin Paul,

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 Lol, 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

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

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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



Offer: Computer Consultancy
Ref: TCSL/DT20206936449/Mumbai
Date: 20/08/2021

Mr. Renil Aneesh
"Govinda Sadan"Chovva,
Chovva,
Kannur-670006,
Kerala.
Tel# -

Dear Renil Aneesh,

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.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20206936449

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office: Nirma [REDACTED] Point, Mumbai 400 021
TCS Careers Service [REDACTED] Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Renil Aneesh
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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

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 / Xperience Program.

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

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

CSE



Offer: Computer Consultancy
Ref: TCSL/DT20206462561/Trivandrum
Date: 09/01/2021

Ms. Anagha Asokan
Vyshnavam House, Vilamana, Iritty, Kerala
Vaishnavam House; Vilamana; Iritty,
Iritty,
Kannur-670703,
Kerala.
Tel# 91-8078142610

Dear Anagha Asokan,

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 &

TCS Confidential
TCSL/DT20206462561

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vistara Building 6th Floor, Infopark, Kusunjeri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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

TCS Confidential
TCSL/DT20206462561

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 8th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



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.

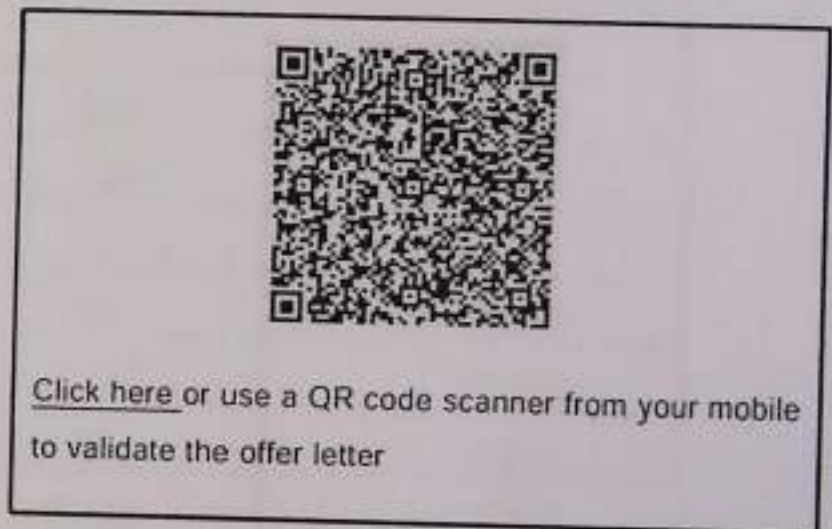
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
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

TCS Confidential
TCSL/DT20206462561

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kuzumagiri PD., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Anagha Asokan
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

TCS Confidential
TCSL/DT2006462561

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

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

Offer: Computer Consultancy
Ref: TCSL/DT20207348067/Trivandrum
Date: 09/01/2021

Ms. Prajwala Raj
Municipal Staff Quarters, No.6Kakkad Road,
Homeo Hospital,
Kannur-670002,
Kerala.

Tel# 91-9846785828

Dear Prajwala Raj,

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 &

TCS Confidential
TCSL/DT20207348067

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumapuri PO., Kochi 682 030 India
Tel: 0184 664 5000 Website: www.tcs.com
Registered Office Nariman Point, Mumbai 400 021
TCS Career Centre 1800 209 2111 Email: careers@tcs.com

Withdrawal of Offer

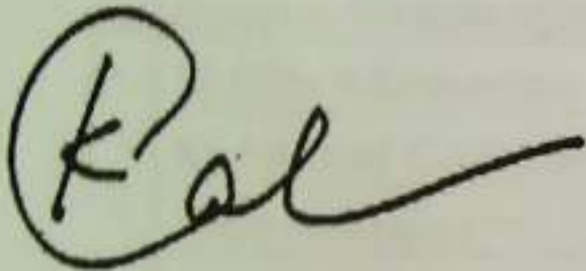
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20207348067

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Narimor, Nariman Point, Mumbai 400 021
TCS Careers Service-line: 1800 209 3111 Email: careers@tcs.com

Name	Prajwala Raj
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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



Offer: Computer Consultancy
Ref: TCSL/DT20206874431/Pune
Date: 14/08/2021

Ms. Anusree K
Sree ViharKariyil,
(Po) Mangattidum,
Kannur-670643,
Kerala.
Tel# 91-9074088461

Dear Anusree K,

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.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20206874431

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

● For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206874431

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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

GROSS SALARY SHEET

Annexure 1

Name	Anusree K
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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

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 / Xperience Program.

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

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

TCS Confidential
TCSL/DT20206874431

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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

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



CSE
Offer: Computer Consultancy
Ref: TCSL/DT20195465239/Trivandrum
Date: 09/01/2021

Mr. Rohith P R
Chandrakantham (H), Paravanthatta, Korom (Po), Payyanur,
Near Udaya Volleyball Court,
Payyanur-670307,
Kerala.
Tel# 91-9633838765

Dear Rohith P R,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be 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 &

TCS Confidential
TCSL/DT20195465239

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusunnagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



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

K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20195465239

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kuzumagiri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirral Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Rohith P R
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

TCS Confidential
TCSL/DT20195465239

13

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20206936449/Mumbai
Date: 20/08/2021

Mr. Renil Aneesh
"Govinda Sadan"Chovva,
Chovva,
Kannur-670006,
Kerala.
Tel# -

Dear Renil Aneesh,

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.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20206936449

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhiran Road No 2, Thane (West)-400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206936449

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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

GROSS SALARY SHEET

Annexure 1

Name	Renil Aneesh
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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

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 / Xperience Program.

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

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

TCS Confidential
TCSL/DT20206936449

13

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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

July 13, 2021

HRD/3T/1002130099/21-22

Mr. Sajin Haridas
Harichandanam (H)
A.Ramachandran Road , P.O Kalliasseri
Kannur-670562
India

Ph: +91-9567956323

Dear Sajin,

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: 2021.07.13 14:57:19 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

July 13, 2021

HRD/1002130099/21-22

Mr. Sajin Haridas
Harichandanam (H)
A.Ramachandran Road , P.O Kalliasseri
Kannur-670562
India

Ph: +91-9567956323

Dear Sajin,

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:

Joining

Your scheduled date of employment with us will be **19-Jul-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Sajin Haridas
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
ANNUAL GROSS SALARY	270,000

3. RETIRAL BENEFITS

PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	730
FIXED GROSS SALARY (1+2+3)	25,000

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

July 13, 2021

HRD/1002137304/21-22

Ms. Devika K
'Prasadam', Karivedakam, Karivedakam P.O,
Kasargod Chengala (via)
Kasaragod-671541
India

Ph: +91-8078448628

Dear Devika,

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:

Joining

Your scheduled date of employment with us will be **19-Jul-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Devika K
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				

September 3, 2021

CSE HRD/3T/1002073480/21-22

Ms. Anusree K
Sree Vihar
" (Po)Mangattidum, Kariyil"
Kannur-670643
India

Ph: +91-9207528624

Dear Anusree,

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

Certification signature by Richard Lobo
-richard_lobo@infosys.com - Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.09.03 22:15:09 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

September 3, 2021

HRD/1002073480/21-22

Ms. Anusree K
Sree Vihar
" (Po)Mangattidum, Kariyil"
Kannur-670643
India

Ph: +91-9207528624

Dear Anusree,

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:

Joining

Your scheduled date of employment with us will be **13-Sep-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Anusree K			
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				

December 28, 2020

HRD/3T/1000889339/20-21

Mr. Abhijith P P
Namath House Eranholi (P
Thalassery
Kannur-670107
India

Ph: +91-8943645572

Dear Abhijith,

● 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: 2020.12.28 19:58:28 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Abhijith P P		
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				

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

**Annexure - I
Compensation & Benefit Details**

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	0	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

****Total Variable Pay** includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.

*****Shift Allowance** will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in shifts and not during the training period. In case of any changes, it will be governed by the policy.

Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band, the amount will change accordingly in case of Band change.
-Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of **INR 300000**
- Group Personal Accident Insurance cover of **INR 1000000**
- Group Term Life Insurance cover of **INR 1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice

CSE

Intent to offer Employment

Dear Agin Chandran,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

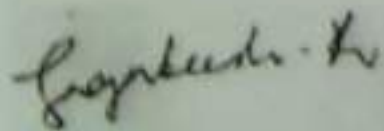
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

Intent to offer Employment

Dear Anagha Asokan,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- Total Cost to Company (TCTC): 3.00 LPA
- Bonus : INR 25000 (On completion of a year)
- Location: All QuEST Global offices (as per business requirement)
- Working Hours : 47.5 hours/week (9.5 hours/day)
- Bond: 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

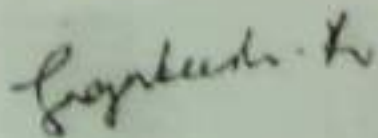
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

18th May 2021
Agin Chandran

WELCOME LETTER

Dear Agin,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

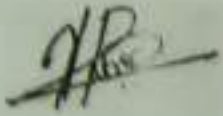
We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,
Unit O203, 2nd Floor,
Building SCK-01,
Smartcity, Kochi- 682030
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at hr@gadgeon.com.

We look forward to you having a long and fruitful relationship with GadgEon.



Sincerely,
for GadgEon Smart Systems Pvt. Ltd

OFFER & APPOINTMENT LETTER

STRICTLY CONFIDENTIAL

Dear Agin, ,

We are pleased to offer you a position of **Software Engineer- Trainee** with GadgEon Smart Systems Pvt Ltd, from herein referred to as "GadgEon" in the rest of the document. We offer you this position as per GadgEon's employment terms and conditions.

The employment terms and conditions are:

1. Appointment

Your employment with the Company will start from your joining date and it shall be not later than **14th July 2021**. You will be on probation for the first six months. If in the opinion of the Company you are found suitable in the post, you will be confirmed based on the performance review after the probation period. During the probation period you will be receiving **Rs.30,000/- (Thirty thousand)** only per month as the compensation. All terms and conditions under section (5) & (9) are applicable only after your position is confirmed.

2. Designation and reporting

On joining you will be designated as **Software Engineer- Trainee**. Your designation, business title and reporting relationship may change as you progress in the company.

3. Place of work and travel

Your initial place of work will be at **Kochi** but you are liable to be transferred at any time to any other unit of the company, in India or abroad, on a temporary or permanent basis. You may also be transferred to any other unit/office, in India or abroad, operated by its associates/collaborators on the terms and conditions prevalent in the town/city or country concerned at the discretion of the company. You may be required to undertake travel on company work and you will be paid travel expenses for this as per company rules.

4. Hours of work

Your normal hours of work are 9.00 am to 6.00 pm Monday to Friday, excluding public holidays. The timing will be flexible with respect to the client's working hours.

5. Compensation

- a. Your all-inclusive average compensation package on a cost to company (CTC) basis shall be between Rs. 4,20,000/- to Rs.6,00,000/- based on the performance during probation period. The details are given below.

GadgEon Smart Systems Private Limited CTC Stack		
Components of CTC	Amount	Remarks
Basic + DA	₹17,518	15500+(Monthly Gross-20000)*(Basic+DA)%
HRA	₹6,027	15% of Monthly Gross
Medical Insurance	₹0	Covered up to 3 lakhs for hospitalization - actual will be deducted when insurance is effective (approximate amount)
Life Insurance	₹0	Covered up to 25 lakhs for the term life insurance
Accident Insurance	₹0	Covered up to 15 lakhs for life + hospitalisation + personal accident
Flexible Benefits plan	₹16,635	Includes Telephone, Food coupons, Car allowance, Children's education, etc
PF @ 12% of Rs.15,000/-	₹1,800	Employer contribution - not shown in the salary statement
Labour welfare fund	₹20	Employer contribution - not shown in the salary statement
Variable component	₹5,000	Quarterly Performance Linked Compensation (QPLC) payout will be done quarterly based on the performance against the target
Average Monthly CTC	₹47,000	Actual monthly CTC will be between Rs. 35,000/- to Rs.50,000/- based on the performance during probation period
Average Annual CTC	₹5,64,000	Actual yearly CTC will be between Rs. 4,20,000/- to Rs.6,00,000/- based on the performance during probation period
QPLC Payment Criteria	Quarterly target	<=60% - 0% QPLC; >60% & <=80% - 50% QPLC; >80% & <=100% - 100% QPLC; >100% - 100% QPLC + 2% of additional revenue generated
	₹0	

*Quarterly Performance Linked Compensation (QPLC) payout is a factor of Organizational, Team & Individual performance for the defined assessment period.

GadgEon facilitates Group Medical Insurance Coverage of upto 3 Lakhs for employee and dependents, premium to be contributed by the employee.

- b. Salary breakup can change from time to time based on government laws and company policy. Your salary will be payable in arrears on the first working day of the month.
- c. Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. Income Tax will be deducted at Source (TDS) in accordance with the prevailing Income Tax laws. If you plan to invest or have invested in, any Tax Saving instruments, you are required to declare the same in writing to the finance department, to compute the appropriate amount of TDS. However, for your income

10-Sep-2021

CSE
Keerthi Ramesh
D/O Ramesan K K
Samudra, Narath (P.O), Kolachery via,
Kannur, Kerala, 670601

Dear Keerthi,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd.**, ("HSIN" or "Company").

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **15 Sep 2021**.

Your compensation plan is as per **Annexure A**.

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice in initial 3 months if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of 15 Sep 2021.
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our Chennai office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).
- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

Registered Office: Block 5, 10th Floor, DLF IT Park, 1/124, Shivaji gardens, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hitachi.com | www.hitachi-solutions.com

- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.
- **All Original documents for verification.**

Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 15 Sep 2021.

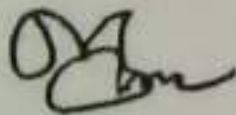
On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards

For Hitachi Solutions India Pvt Ltd



Krishnan Ramachandran

Vice President – Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

Registered Office: Block 5, 10th Floor, DLF IT Park, 1/124, Shivaji gardens, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hitachi-solutions.com www.hitachi-solutions.com

Annexure A

COMPENSATION STRUCTURE : Keerthi Ramesh		
TITLE: Software Engineer	BAND:	LO
	Monthly (INR)	Annual (INR)
Fixed Salary (A)		
Basic Salary	22,000	2,64,000
House Rent Allowance	5,500	66,000
Retaining Allowance	469	5,628
Total Monthly Salary (A)	27,969	3,35,628
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31,680
Group Medical Insurance		25,000
Gratuity		12,692
Total Components (B)		69,372
Gross Cost to Company (A+B)		4,05,000
<i>Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR</i>		

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

 Registered Office: Block 5, 10th Floor, DLF IT Park, 1/124, Shivaji gardens, Mount Poonamallee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
 contact.india@hitachisolutions.com | hitachi-solutions.com

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear Anusree K,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of **“Software Trainee”** and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Anusree K**

Designation: **"Software Trainee"**

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear Febin Johnson,

Welcome to **Fingertipplus Family,**

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of "**Software Trainee**" and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Febin Johnson**

Designation: "Software Trainee"

Date: 27-Apr-2021

To

Mr.AGIN CHANDRAN,
SNEHA, MANDOUR PO,
CHERUTHAZHAM VILLAGE,
KANNUR-670501, KERALA.

Dear Mr.AGIN CHANDRAN,

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED**.

REMUNERATION

Your annual Cost to Company will be **Rs.396000/- (RUPEES THREE LAKH NINETY SIX THOUSAND ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.



ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.



NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment.

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **04-May-2021**. Your signature indicates your acceptance of the terms and conditions of this employment.

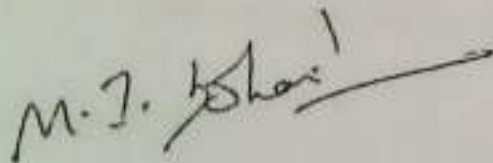
Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.


With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: 

Date of Offer acceptance: 28 Apr 2021

Name : AGIN CHANDRAN

Place : Payyanur, Kannur



ANNEXURE A

NAME : AGIN CHANDRAN
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	13200	158400
Taxable Allowance	1800	21600
HRA	6600	79200
Other Allowance & Flexible component	9600	115200
Gross Salary	31200	374400
Employer Provident Fund (12% of Basic+TA)*	1800	21600
Cost To Company (CTC)	33000	396000
Prosperity Sharing Plan		60000
Compensation for the first year		456000

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.



CSE

Smaartt

01/09/2021

Ref: 0087/2021/Smaartt/INDIA

Ms. Keerthi Ramesh
Kerala, India.

APPOINTMENT LETTER

Dear Keerthi,

This is with reference to your application and subsequent discussion you had with us. We are pleased to offer an employment in our organization under the following terms and conditions.

1. POSITION

You are being appointed as "Associate Consultant – Digital Innovation".

2. JOINING DATE:

The employment shall commence on **02/09/2021**.

3. COMPENSATION:

You will be paid annual **CTC of 3,00,000 INR (Rupees Three Lakhs Only)** including all the components of the salary. Please refer Annexure-I for details on the compensation and statutory deductions.

4. PROBATION & EMPLOYMENT:

You will be employed on a **six months'** probationary period and your confirmation will be dependent upon your performance during this time. On successful completion of the probationary period, your services will be confirmed and will be indicated to you through a separate Letter of Confirmation. However, the management reserves the right to extend the probationary period if it is deemed necessary. During your Probationary period, your contract can be terminated on an immediate basis based on the Company's decision. No resignation will be accepted during the probation period. However, the company at its own discretion, under special circumstances and subject to the review of the case at an appropriate period, may accept a formal resignation by an employee provided the employee adheres to the company's final decision on his/her resignation.

5. RETIREMENT:

The retirement age is 58 years.

6. LOCATION:

You will be located in India (Work from home). However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the company or any one of its associates or clients conducts business.



20. ACCEPTANCE

To confirm your acceptance, hereby request to initial all pages, insert your name and sign where indicated along with the current date. The employee can retain a copy of the agreement and the signed copy needs to be returned to Smaartt.

Please note that the appointment becomes null and void in case, you don't acknowledge this offer within three days from the date of receiving it or in the event of you not joining the duty on or before the agreed date of joining.

You are requested to submit the following documents /Photocopies to initiate the on-boarding and mobilization process along with the following documents (Clear Scans).

1. Proof of Address (Aadhaar Card)
2. Proof of Identity (PAN Card)
3. Copy of Passport
4. Education Credentials (Highest to SSC)
5. Passport Size color photographs with white background (2 No's)
6. Reliving and Experience letter (Last Company)
7. Last 3 months Payslips and Bank Statements
8. Form 16 of previous year

I agree to accept employment on the terms and conditions mentioned in the above letter.

We wish you a bright career with Smaartt!!

Yours Faithfully

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:
Ankita Sarmah
0C8D93C9DE5C42B

Ankita Sarmah
Sr Manager-Employee Engagement(India)

Keerthi Ramesh

Accepted By



ANNEXURE- I
Compensation Sheet

Name: Keerthi Ramesh

Designation: Associate Consultant – Digital Innovation

Salary Particulars	Per Month (Rs)	Per Annum (Rs)
Basic Salary	11,250	1,35,000
HRA	4,500	54,000
Other Allowance	5,400	64,800
Total Gross	21,150	2,53,800
Deductions		
Employee PF	1,350	16,200
Profession Tax	200	2,500
Addition		
Employee Retention Bonus (Payable Quarterly)	2,500	30,000
Net Take Home	22,100	2,65,100
Other Benefits		
Employer PF	1,350	16,200
Total CTC	25,000	3,00,000

*Your compensations shall be subject to statutory and Income Tax Deductions.

1. TDS on Salaries:

The tax will be deducted at source as per the provisions of section 192 of the Income Tax Act, 1961 for the employees in case his/ her salary exceeds the basic exemption limit and subject to investment declaration as may be submitted on a yearly basis.

2. Provident Fund:

Provident Fund consists of employee contribution and equal amount of contribution from employer. The same will be made as per manner as may be prescribed under Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

3. Profession Tax:

Profession Tax will be deducted from Salary based on the provisions as may be prescribed under the Maharashtra State Tax on Professions, Trade, Callings and Employments Act, 1975.

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:
Ankita Sarmah
9/1/2021

Ankita Sarmah
Sr.Manager – Employee Engagement(India)

Keerthi Ramesh

9/1/2021

Accepted By



07-Sep-2021

CSE
Aleena Mathew
D/O Mathew
Vadakkedathu (H. O), Naduvil (P.O),
Ottathotty, Kannur district,
Kerala, Pin:670582

Dear Aleena Mathew,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd.**, ("HSIN" or "Company").

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **15 Sep 2021**.

Your compensation plan is as per **Annexure A**.

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice in initial 3 months if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of 13 Sep 2021.
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our Chennai office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).
- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.

- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.
- **All Original documents for verification.**

Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 13 Sep 2021.

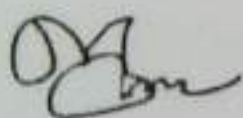
On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards

For Hitachi Solutions India Pvt Ltd



Krishnan Ramachandran

Vice President – Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.

Candidate Signature: _____

Candidate Name: _____

Date: _____

Annexure A

COMPENSATION STRUCTURE : Aleena Mathew		
TITLE: Software Engineer	BAND:	LO
	Monthly (INR)	Annual (INR)
Fixed Salary (A)		
Basic Salary	22,000	2,64,000
House Rent Allowance	5,500	66,000
Retaining Allowance	469	5,628
Total Monthly Salary (A)	27,969	3,35,628
Other Annual Fixed Non-Cash Components (B)		
Provident Fund		31,680
Group Medical Insurance		25,000
Gratuity		12,692
Total Components (B)		69,372
Gross Cost to Company (A+B)		4,05,000
<i>Your compensation details are strictly confidential, and should not be discussed with anyone other than your reporting manager and HR</i>		

OFFER LETTER

04th September 2021

Ref: LEECLT/2021/OL025

Jewel Joseph,
Kannamangalath, Kanakakkunnu,
Arangu PO, New Naduvil,
Naduvil, Kannur, Kerala-670582.

Dear Jewel,
Congratulations!

Lazim Software Solutions (Easy Entrance +) is pleased to offer you the position of **'Process Executive-Data Process & Services(IT)'** to be based in our office in Kozhikode District, Kerala. We believe that you will be a fine addition to our Team, and this represents an excellent opportunity for you.

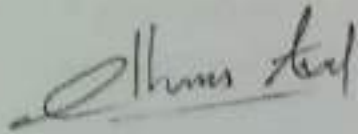
Your starting salary will be Rs. 1,80,000/- annually which will be paid monthly in arrears and the pay due date will be 15th day of every following month. Start date of your job will be 6th September 2021 and you will have to report to our office by 9.00 AM the same day.

You are normally scheduled to work through Monday to Saturday, 09.00 am to 05.00 pm and may have to work out of hours based on the work requirement. Regular performance reviews will be done to assess your suitability. Offer stands cancelled in case of any deviations in information or if you fail to report to our office on the above-mentioned start date.

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We are pleased to have you join our team and contribute your skills and experience towards the growth of our organisation.

Sincerely,



Shamseer Aval
Executive Director & CEO

Accepted by
Name: Jewel Joseph

Signature:



07-Sep-2021

Rojin Thomas
S/O Thomas Joseph
Thacharukudiyil (H) Mandapam (P.O)
Chittarikkal (VIA) Kasaragod (DIST)
Kerala 671326 (PIN)

Dear Rojin Thomas,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Software Engineer** in **Hitachi Solutions India Pvt. Ltd.**, ("**HSIN**" or "**Company**").

As an employee of HSIN, you shall perform your assigned duties and shall maintain the confidentiality of the work assigned to you. We are looking forward to having you as a member of our team as we believe that the success of HSIN will depend, above all, on the quality of its people. You are required to join on or before **15 Sep 2021**.

Your compensation plan is as per **Annexure A**.

During your employment with the Company, your performance will be kept under review and your employment may be terminated by you or the Company by giving the other party 90 days' prior notice in writing.

The Company also reserves the right to terminate/take appropriate action on your employment by giving 7 days' notice in initial 3 months if a Discrepancy report is generated from the Background Verification Agency verifying your Personal & Professional records.

To confirm your acceptance of this offer, you are required to:

- Respond via email to communicate acceptance of the offer and to confirm your joining date on or before the Close of Business hours of 13 Sep 2021.
- **If you fail to accept the offer from HSIN as specified above, it will be construed that you are not interested in this offer for employment, and this offer automatically stands withdrawn.**

Please note that you should report to our Chennai office at 10:00 AM IST. At the time of joining, Further, please carry the following documents:

- 1 photographs of self (passport sized, color photos with a white background)
- Education degree certificate and all year mark sheets from SSC to the highest degree attained. Photocopies should include both front and back sides of certificate.
- Offer, Service & Relieving letters from your previous employers (Last 3 employments).
- Proof of identity, any one of the following documents: passport, driving license, and voter's identification card or PAN card.
- Copy of Aadhar Card (Mandatory document).

- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your joining.
- If you have stated in your application to Hitachi Solutions that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same.
- **All Original documents for verification.**

Please note that all the above specified documents are mandatory, and you will not be allowed to join HSIN without them.

Please confirm your acceptance of this offer by signing and returning this letter by or before 13 Sep 2021.

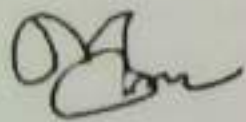
On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by HSIN.

In the event of any inconsistency between the Appointment Letter and the Offer Letter signed and accepted by the Employee, the terms of the Appointment Letter shall supersede the Offer Letter to the extent of such inconsistency.

We look forward to having you in our global team!

With Best Regards

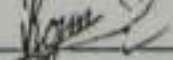
For Hitachi Solutions India Pvt Ltd



Krishnan Ramachandran

Vice President – Human Resources

I hereby accept the job offer for the position of **Software Engineer** with Hitachi Solutions India Pvt. Ltd., I have read the terms and conditions and accept it.



Candidate Signature:  _____

Candidate Name: Rojin Thomas

Date: 09/09/2021

HITACHI SOLUTIONS INDIA PRIVATE LIMITED

CIN: U72200TN2001PTC122050

Registered Office: Block S, 10th Floor, DLF IT Park, 1/124, Shivaji  illee Road, Ramapuram, Chennai - 600 089, TN, India. T: +91 44 6603 8383
contact.india@hit  /india.hitachi-solutions.com

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India - 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

June 13'th 2021

Abinkrishna P V
Puthan Veetil (H),
Kamalpeedika
Kannur,
670591

Dear Abinkrishna,
Further to our discussion, we are pleased to appoint you in our Company as Member of Technical Staff, or in such other capacity decided by the management from time to time.

1. DATE OF APPOINTMENT

Your date of appointment is effective from July 26'th, 2021. You will have an opportunity to mutually discuss and agree on a joining date between July 26'th 2021 and August 13'th 2021.

2. SALARY

You will be paid base salary of Rs. 8,000 per month, and an additional performance-based variable pay.

3. VARIABLE PAY

You will be paid a performance-based variable pay, the average of which can be expected to be between Rs. 15,000 and Rs. 25,000 per month. This salary is an average, across a full year. Individual monthly salary could vary. The variable pay shall start latest after the probation period and depending on performance and value of contributions could start earlier as determined by the management.

4. BONUS

You will be paid bonus in accordance with laws governing such payments and as declared by company.

5. PROBATION

You will be on probation for 6 months, during which period, your job may be terminated by the company at any time without notice period.

6 LEAVE RULES

You will be entitled for leave as per Company Policy. The current company policy is to use best judgment for upto 50% of the working days.

7 RETIREMENT

Your retirement age is 55 years.

Mysore Road, Sulthan Bathery, India - 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India - 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

8 TRANSFER

You may be transferred in such capacity as the company may, from time to time determine to any other location/department/establishment/branch/subsidiary of the Company. In such case the terms and conditions of service applicable to the new assignment will govern you.

9 OTHER WORK

Your position is a whole-time employment with the company, and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as share holder or debenture holder) in any other trade or business during the employment with the company without permission in writing of the Directors of the Company.

10 RESPONSIBILITIES

You must effectively perform to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.

11 TRAVEL

You will be required to travel on company work and you will be paid travel expenses for this as per the company rules.

12 CONFIDENTIAL INFORMATION

You will not at any time, without written consent of the Directors, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your service or otherwise.

13 PROTECTION OF INTEREST

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company and will remain sole right/property of the company. The company has the right to exercise ownership of any development, task or work you might do during employment.

18 PAST RECORD

If any declaration given or published by you to the company proves to be false or if you are found to have willfully suppressed any material information, or if you violate the company policies, you are liable to be removed from service without any notice.

Mysore Road, Sulthan Bathery, India - 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India - 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

19 NOTICE PERIOD

This contract of employment is terminable by either party giving 90 days' notice. Either party is not bound to give any reason thereof. The company reserves the right to pay in lieu of notice period. However, during probation period, the company may not give any notice.

20. ON SEPERATION

On acceptance of the separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, ID cards, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

The above terms and conditions are subject to company policy and may change from time to time.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment. You have until June 18'th, 2021 to accept.

Sincerely,
for Nethram India Innovation Center Private Limited

Baiju Paul Mathews
Managing Director

I accept this offer, with a firm commitment to join. My tentative joining date is _____ . I realize and agree that the company may share confidential information with me prior to joining, and the company may start to invest in mentoring and training me.

I accept this offer, with no firm commitment to join. I realize that this offer is not binding on the company, and that this offer may be withdrawn at any time.

I decline this offer.

(Please place an X on the appropriate option, and sign under the selected option)

April 17, 2021

Ms. Arundathi Anil

arundhathi9230@gmail.com

Candidate Id:CN20210179

Dear **Arundathi Anil**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor**

at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

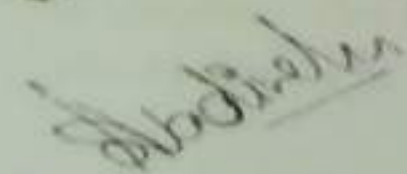
We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure			
Name	Ms. Arundathi Anil	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours
sincerely

Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Redacted Signature]

CSE



accubits

August 7th, 2021

Davis Sabu

Chemampallil (H),
Murampathy P.O.,
Kodencherry,
Kozhikode – 673580.

Contact No: +91 – 7025034546.

Sub: Job Offer Letter for the post of – **Junior UI/UX Designer – Level 1.**

Dear **Davis Sabu**,

We are pleased to inform that you have been selected to be a part of the Accubits family. We are delighted to make you the following job offer. The position we are offering is that of a **Junior UI/UX Designer – Level 1** at a salary of **₹ 3.00 Lakhs per Annum**. Your remuneration package will be **₹ 25000/Month (INR Twenty Five Thousand Rupees Only)**. The break-up of your package is given in Annexure 1. Initially you will be on probation for a period of Three months. This position reports to the **CDO** or any manager that has been assigned to you.

Please submit the copies of the following documents.

1. Relieving Letter (immediate); and experience certificate from your present and previous employers (on joining) - if applicable.
2. Last drawn salary slips and salary certificate of your current employer - if applicable.
3. Address Proof – Passport, Driving License
4. Pan Card and Aadhaar Card.
5. Digital copy of your passport size photo.

We would like you to start work on or before 11/August/2021.

Accubits Technologies Private Limited
5th Floor, Yamuna,
Phase 3, Technopark
Trivandrum, Kerala, India
Pin code: 695583



If there is anything you are unclear about, disagree with or wish to discuss, please feel free to contact us.

Please **digitally sign** this letter and return it to Mr. Roystone Fernandez (hr@accubits.com) by **09/August/2021** to indicate your acceptance of this offer, failing which this offer would stand to be cancelled.

General Terms and Conditions

1.1 This letter contains the general terms and conditions of your employment in India and it supersedes other documents, employment letters and contracts entered into earlier. This letter is subject to change from time to time at the Company's discretion.

1.2 We trust that you have provided us with true declaration and information. The Company reserves the right to take appropriate action including the termination of employment without notice should a false declaration is made by you.

1.3 Background Check

This clause is applicable to you during your probation period also. Your appointment might 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 cancelled and your services will be terminated. If required, the Company may also conduct client specific background checks regarding you after the commencement of your employment, in the event that a Company client requires background checks to be conducted as an eligibility condition for working on projects for such client and if you are staffed / are to be staffed to any such project. In the event any client prescribed background checks are to be conducted, you will be required to cooperate fully in the exercise and disclose the relevant information required from you for successfully completing such background check. Based on the results of such background check, the Company reserves the right to withdraw your staffing on such project, or to take disciplinary action against you as appropriate.

1.4 You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this employment.

1.5 Your employment is governed by this letter and the applicable rules and policies provided in the available with Human Resources.

1.6 This offer is being made to you subject to your producing the relevant documents as intimated to you by the Company.

1.7 Your retention in Company's employment may be subject to your continuous medical fitness. Company reserves the right to ask you to undergo medical examination as and when considered necessary.

1.8 You will have a salary appraisal once a year in the month of March-April, provided you have been employed and currently in employment at Accubits Technologies Pvt Ltd for Two Hundred and Ten Days prior to the said appraisal month.

Accubits Technologies Private Limited
5th Floor, Yamuna,
Phase 3, Technopark
Trivandrum, Kerala, India
Pin code: 695583



1.9 In whatever time and for any reason if the employee decides to terminate employment the notice period to be served is Ninety days.

2.0 You will receive your probation confirmation letter on or before the 10th day of the month it is due.

2.1 In the unlikely event for whatever reason, it may be that you decide not to join the organization after communicating your acceptance to the company, you would have to pay a penalty not limited to 10% of your annual Gross CTC, failing which the company would be forced to take legal recourse against you to the fullest extent permissible by law.

2.2 In the event that you have been found to be furnishing false information, you will be terminated with immediate effect.

We are confident you will be able to make a significant contribution to the success of our Company.

Sincerely,



Roystone Fernandez
Chief Human Resources Officer,
Accubits Technologies Pvt Ltd

I accept the offer as well as the terms and conditions as outlined above.

08 / 09 / 2021



(Name & Signature)

Date: 08 / 09 / 2021

Accubits Technologies Private Limited
5th Floor, Yamuna,
Phase 3, Technopark
Trivandrum, Kerala, India
Pin code: 695583

CSE



A Unit of Focus 4D career Education Pvt. Ltd

April 17, 2021

Ms Vyshnavi K

vyshnavi.k2799@gmail.com

Candidate Id:CN20210169

Dear Vyshnavi K

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure

Name	Ms. Vyshnavi K	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
Arumugam N Vadivelu
 Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Redacted Signature]

APPOINTMENT ORDER

September 16, 2021

To
Jesvin Jaison
Perumpallil House, Areekamala (p.o), Kannur, Kerala, 670582

Dear Jesvin Jaison,

Our people are what makes Valorem Reply the leading-edge company. We hope that it resonates with you too. Thank you for the keen interest you have shown in our organization. It was our pleasure to interact with you, and trust that we gave you an appreciable understanding of our company and the position for which you have been considered.

With reference to your application and subsequent interview, we have the pleasure in offering you an appointment, subject to your acceptance of the following terms and conditions:

1. Date of Appointment:

This appointment will take effect from the date of your joining the establishment (Valorem Private Limited, SmartCity, Kochi), which would be tentatively 20th September, 2021. The actual date of joining will be intimated to you in the due course.

2. Role:

You will be in the category of Associate Consultant at the office of Valorem Private Limited, located at SmartCity, Kochi.

3. Probationary Period:

You will be on probation for a period of six months from the date of your joining. This period of probation can, however, be extended up to one year, as the management may deem fit in its sole discretion. On completion of this period, you may be confirmed, if your services are found satisfactory. Unless confirmed in writing, you will be deemed to be continuing on probation.

If the management is not satisfied with your work and/or conduct, your services shall be liable to termination, without notice and/or assigning any reason whatsoever, at any time during or on completion of the probationary period.



Any communication sent by e-mail or telephone at the above e-mail address or mobile number will be deemed as proper service.

13. Other Rules and regulations:

In all those matters not covered by this letter you shall be strictly governed by the Rules, Regulations and/or the standing orders of the management as in force and/or amended from time to time.

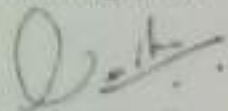
14. Verifications:

This appointment is based on complete reliance to the representations you have provided during our discussions prior to the release of the offer and other documents provided by you. Any misrepresentation either oral or written or any fraud or forgery related to your representations or any documentation submitted revealed through your background verification may result in revocation of this offer. The company reserves to terminate your employment, if such fraud, forgery, or misrepresentation is cited, post acceptance of this offer or during employment with the company.

It is necessary that we know your decision by 17th September 2021, in order to allow us to do required planning and preparing the appropriate documentation on time. We wish you all the best and hope to have a long and fruitful association with you!

Looking forward to hearing from you.

Thanking you,



For Sanjeev Sudheer
VP, Global Delivery & Operations



Annexure 1

Compensation Summary:

Job Title	Associate Consultant
Employment Status	Permanent
Compensation	Monthly Salary
Gross Monthly	INR 31,667.00
Date of Joining	September 20,2021

Salary Breakup:

Annexure 1

Particulars	Monthly	Yearly
Basic	14,250.00	1,71,000.00
HRA	6,967.00	83,604.00
LTA	3,167.00	38,004.00
Medical Allowance	3,167.00	38,004.00
Conveyance Allowance	2,533.00	30,396.00
Special Allow	1,583.00	18,996.00
Gross Salary	31,667.00	3,80,004.00
PF Employer contribution	1,710.00	20,520.00
Bonus*		38,000.00
CTC	33,377.00	4,38,524.00

*Annual Bonus be payable up to 5% increments twice annually based on the performance, once at the end of July and once at the end of December at Valorem Reply's discretion. Your eligibility for bonus begins on your completion of six months of employment with us and you will be eligible for a pro-rated amount for 2022. Your first potential bonus payout will be in July 2022. To receive any such bonus, you must be employed at the time that the bonus is distributed.

Payroll Deductions:

- Tax Deduction at Source (TDS), if applicable.
- Corporation Professional Tax.
- Provident Fund Contribution.
- Labor Department Welfare Fund.
- Any other mandatory payroll deductions enforced by the government



CSE



Kiebot Learning Solutions Pvt Ltd
Mizone IT Park, Mangattuparamba
Kannur -670562, Kerala, India

support@kiebot.com

+91 8075495629 , +91 8147874501

GSTIN : 32AAHCK6037DIZV

02nd August 2021

Dear Febin Johnson,

Sub: Offer of Employment on a permanent basis

Greetings from Kiebot! Further to your acceptance for employment with us succeeding the selection process held, we are delighted to offer you the role of **Application Developer** at **Kiebot Learning Solutions Pvt Ltd**, based in Kannur, in effect from 17th September 2021.

The first three months will be your probation period. During the period of probation, the company can relieve the employee if the performance is not good enough of company standards. Your total gross salary as applicable has been detailed in the Annexure to this letter.

Welcome to Kiebot. We wish you a long, gratifying, and fulfilling career and look forward to your joining us.

The Annexure 1 with details of the terms and conditions are attached herewith.

Salary Chart

Particular	Monthly Amount in INR	Yearly Amount in INR
Basic	7,500/-	90,000/-
HRA	3,750/-	45,000/-
Other Allowance	1,950/-	23,400/-
Conveyance Allowance	1,800/-	21,600/-

Total Salary	15,000/-	1,80,000/-
Company Contribution to PF	1,800/-	21,600/-
Company Contribution to ESI	490/-	5,880/-
Grand Total Salary + Benefits	17,290/-	2,07,480/-
Total CTC		2,07,480/- INR

TERMS OF EMPLOYMENT

1) Probation Period

You will be on probation for a period of three months from your date of joining, after which you will be confirmed if your work is found satisfactory. The probation period can be extended at the discretion of the Company. You shall continue to be on probation, till your services are confirmed in writing by a letter of confirmation. In case your performance is not found satisfactory during such period of probation, including extended period, if any, your services shall stand terminated on expiry of such period of probation or extended period of probation and you shall be informed of the same in writing. During this period, you may have to work on Saturdays if required.

2) Working Hours

A working day shall comprise a total of nine hours (8 working hours), including a total break time of one hour allocated to lunch and tea breaks. The working hours will be 9:00 AM- 06:00 PM, Monday to Friday. All Saturdays will be a holiday except the Kiebot Insight day (A complete fun day). At times you may be required to work beyond eight working hours a day or on any other day of the week as per business requirement.

3) Leave Entitlements

As per the Company's existing leave policy for probation, all employees are entitled for no leaves for the first three months. In case of medical emergency or unfavorable conditions, the

company can take decisions upon its discretion. After successfully completing the probation, the employee is entitled to casual, medical and emergency leaves.

4) Termination of Service

You can discontinue the employment offered by giving two month's written notice period. Similarly, the management also reserves its rights to terminate your offer by giving one month's written notice.

You are also liable for termination without notice in lieu of notice if:

- a) You neglect, refuse, fail or for any reason become unable to perform any of your duties or comply with the Company policies or code of conduct; or
- b) you are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts etc.), or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or
- c) Any information furnished by you in your application for the post or during the selection process is found at the time during your training to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience; or
- d) You breach the guidelines or terms and conditions of your appointment.

5) Dress Code

All employees are required to comply with the dress code in the organization. As per the dress code policy employees should be in decent casual/formal dress on all working days.

We look forward to having you in our team, as we move towards achieving our vision of being the leading software development company globally.

Yours Sincerely,

For Kiebot Learning Solutions Pvt. Ltd.

Muhammed Javad PK

CEO & HR Manager

Fwd: Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bangalore location

Anusha John <anushajohn119@gmail.com>
To: Placement Cell Vjec <tpc@vjec.ac.in>

4 August 2021 at 13:52

CSE

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

From: **HR Team** <hr@terralogic.com>
Date: Wed, 28 Jul 2021, 2:15 am
Subject: Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bangalore location
To: <anushajohn119@gmail.com>
Cc: Vijayalaxmi Umachagi <vijayalakxmi.umachagi@terralogic.com>, Lavanya Baskar <lavanya.baskar@terralogic.com>

Hello Anusha John,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bangalore.

Kindly go through the following details and acknowledge to email before Thursday 29th July @ 11 AM IST.

Work location: Bangalore

Position: Full time and permanent

Designation: Trainee Software Engineer

Employment bond: 2 years

Payscale: 3,05,000 INR per year

Joining date: August 2nd 2021, Monday @ 9 AM IST

NOTE: You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ latest degree) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.

If you have any questions, reach out to Vijaya/ Lavanya who are cc'ed in this email.

--

PLEASE DO NOT REPLY TO THIS EMAIL. THIS MAILBOX IS NOT MONITORED.

Thanks & Regards,





Date: 09 August 2021

To

Nived Rajeevan

Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park

Dear Nived,

As per the PwC AC Bangalore offer terms and conditions that were discussed with you at the time of offer, we are pleased to offer you a joining bonus of INR. **150,000/-** (taxes applicable as per the Indian Income tax norms) **One Lakh Fifty Thousand Only**. This is a onetime payment which is offered in exceptional circumstances only and offered with the sole discretion of the company. This amount will be paid out to you along with your first salary.

As explained to you earlier, this payment is being made with the condition that you will agree to complete a minimum 1 year of employment service with PwC AC Bangalore. If you voluntarily decide to leave the company before 1 year of service, you will be required to payback this amount in full and will be recovered from you at the time of final settlement.

Please note that this communication is personal and strictly confidential. You are expected not to share this with others.

Welcome once again and we are pleased to have you on board!

Yours sincerely,

Acknowledgement

PwC AC Bangalore Private limited

Director – Human Capital

Nived Rajeevan

Date:



09 August 2021

Nived Rajeevan

Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park

PRIVATE AND CONFIDENTIAL

Employment Offer Letter and Terms and Conditions of Employment

Dear Nived,

We are pleased to offer you employment with **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited ("Company" or "PwC AC Bangalore")** in the position of **Associate** in our Bangalore office. Your work location will be **Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park**. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **9 September, 2021**, or such other date as may be communicated by us to you in writing. .

Remuneration Package:

1. Annual Compensation: You are being offered a Gross Salary of **Rs. 450,000/- Four Lakh Fifty Thousand Only.**

The details of gross salary are specified in Annexure 1 to this offer letter ("Offer Letter").

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests. The details of the benefit programs are specified in Annexure 1 to this offer letter ("Offer Letter").

Other Terms:

Please read the following terms and contact us with any questions that you may have.



Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Director – Human Capital

I, Nived Rajeevan (C000003602548), accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

Signature:
Date





Annexure 1

Private and confidential

**Date: 09 August 2021
Name: Nived Rajeevan
Designation: Associate**

Salary Components - Annual (All figures in INR)

**Basic Salary : 180,000
Flexible Benefit Package (FBP) : 248,400
Employer contribution of PF: 21,600**

Gross Salary: 450,000/-

Note: FBP can be used for the following components:

- 1. Food Coupons**
- 2. Leave Travel Allowance (LTA)**
- 3. House Rent allowance (HRA)**

The above are subject to applicable taxes as per the Indian Income tax guidelines.

Ms. Vyshnavi K
Azhikode,
Kannur,
670009

01st June, 2021

OFFER LETTER

Dear Ms. Vyshnavi K,

Congratulations!!

Further to the discussion you had with us, we are pleased to offer you the post of **Software Developer** at Innovature, or in such other capacity the company shall from determine time to time. I believe that your talents will not only benefit Innovature but also that our mutual relationship will assist you in reaching your personal and professional goals.

You are requested to be available online on **02nd August, 2021** by **10.00 AM**. You shall be based at our **Kochi Development Centre** initially and should be willing to travel or re- locate on-site for business purposes at any given point of time.

Your annual compensation shall be **INR Rs. 2,64,000 /-** (Rupees **Two Lakhs Sixty-Four Thousand** only) per annum (CTC) as shown in Annexure A. Your compensation may also include Insurance, Casual, Sick and Privilege leave and other benefits as per corporate policy. Detailed compensation plan will be provided in the Employment Agreement given to you at the time of joining. Kindly note that your compensation is strictly confidential between you and Innovature. Disclosing this information to third parties would be considered a violation of the confidentiality policy and may be liable of disciplinary action. You will be on probation for **12** months from the date of your joining and your services will be confirmed in writing after the successful completion of your probation period. The probation period may be extended if your performance does not meet expectations.

I am anticipating that you will accept this offer by **02nd June, 2021**. Upon joining you will be required to sign an "Employment Agreement". You will also be required to bring the documents as shown in Annexure A (along with photocopies), on the date of your reporting. Kindly note that this offer is strictly contingent upon satisfactory review of your reference/ background checks and the certification of any relevant academic and professional credentials.

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me. We wish you a successful and rewarding career with us.

Mr. Renil Aneesh
Chovva,
Kannur,
670006

01st June, 2021

OFFER LETTER

Dear Mr. Renil Aneesh,

Congratulations!!

Further to the discussion you had with us, we are pleased to offer you the post of **Software Developer** at Innovature, or in such other capacity the company shall from determine time to time. I believe that your talents will not only benefit Innovature but also that our mutual relationship will assist you in reaching your personal and professional goals.

You are requested to be available online on **02nd August, 2021 by 10.00 AM**. You shall be based at our **Kochi Development Centre** initially and should be willing to travel or re- locate on-site for business purposes at any given point of time.

Your annual compensation shall be INR Rs. **2,64,000 /-** (Rupees **Two Lakhs Sixty-Four Thousand** only) per annum (CTC) as shown in Annexure A. Your compensation may also include Insurance, Casual, Sick and Privilege leave and other benefits as per corporate policy. Detailed compensation plan will be provided in the Employment Agreement given to you at the time of joining. Kindly note that your compensation is strictly confidential between you and Innovature. Disclosing this information to third parties would be considered a violation of the confidentiality policy and may be liable of disciplinary action. You will be on probation for **12** months from the date of your joining and your services will be confirmed in writing after the successful completion of your probation period. The probation period may be extended if your performance does not meet expectations.

I am anticipating that you will accept this offer by **02nd June, 2021**. Upon joining you will be required to sign an "Employment Agreement". You will also be required to bring the documents as shown in Annexure A (along with photocopies), on the date of your reporting. Kindly note that this offer is strictly contingent upon satisfactory review of your reference/ background checks and the certification of any relevant academic and professional credentials.

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me. We wish you a successful and rewarding career with us.

Mr. Akshay M
Kannapuram,
Kannur, 67030

01st June, 2021

OFFER LETTER

Dear Mr. Akshay M,

Congratulations!!

Further to the discussion you had with us, we are pleased to offer you the post of **Software Developer** at Innovature, or in such other capacity the company shall from determine time to time. I believe that your talents will not only benefit Innovature but also that our mutual relationship will assist you in reaching your personal and professional goals.

You are requested to be available online on **02nd August, 2021** by **10.00 AM**. You shall be based at our **Kochi Development Centre** initially and should be willing to travel or re- locate on-site for business purposes at any given point of time.

Your annual compensation shall be **INR Rs. 2,64,000 /-** (Rupees **Two Lakhs Sixty-Four Thousand** only) per annum (CTC) as shown in Annexure A. Your compensation may also include Insurance, Casual, Sick and Privilege leave and other benefits as per corporate policy. Detailed compensation plan will be provided in the Employment Agreement given to you at the time of joining. Kindly note that your compensation is strictly confidential between you and Innovature. Disclosing this information to third parties would be considered a violation of the confidentiality policy and may be liable of disciplinary action. You will be on probation for **12** months from the date of your joining and your services will be confirmed in writing after the successful completion of your probation period. The probation period may be extended if your performance does not meet expectations.

I am anticipating that you will accept this offer by **02nd June, 2021**. Upon joining you will be required to sign an "Employment Agreement". You will also be required to bring the documents as shown in Annexure A (along with photocopies), on the date of your reporting. Kindly note that this offer is strictly contingent upon satisfactory review of your reference/ background checks and the certification of any relevant academic and professional credentials.

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me. We wish you a successful and rewarding career with us.

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:05-Jul-2021

Riya Sebastian
C9721227

Njezhukumkattil(House)Palavayal(Post)Kasargod(District)PIN 670511

8547139634

Dear Riya Sebastian,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

After accepting this offer, we encourage you visit Countdown to the Company

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

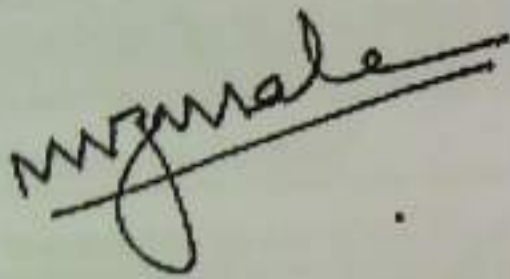
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

CSF
**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 10-Jul-2021

Neha Ajay
C9742401

Sraavan, Paral, Mahe, Pondicherry 67071

9745912215

Dear Neha Ajay,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 848e5844-af68-4c98-8b05-5f7e6961d817_1
Signed By: Mahesh Vasudeo Zurale

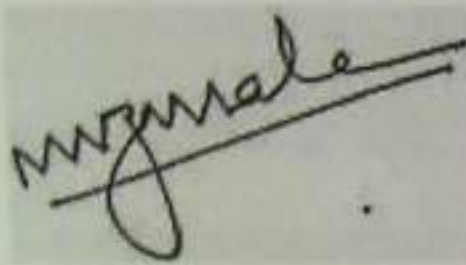
After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

CSE
**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:13-Aug-2021

Akshay Manoj
C9895415

Kamalalayam,Kannapuram,P.O. Cherukunnu,Near railway station,Kannur,Kerala670301

8078459649

Dear Akshay Manoj,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: c98c14dc-3b91-4b37-a306-0a4795eb6e48_1
Signed By: Mahesh Vasudeo Zurale

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

CSE

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1847882 / ELTP / 2020

25-May-2021

Subject: Letter of Intent

Dear Akshay,

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- Ø You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- Ø You have successfully cleared the evaluation conducted by Tech Mahindra or the partner on behalf of Tech Mahindra including aptitude test, English essay, and
- Ø You have successfully cleared technical test or technical interview or both and HR interview that would be conducted by Tech Mahindra, and
- Ø You successfully completing **9 months** unpaid internship at Tech Mahindra for getting the relevant practical experience basis your request.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- Ø You will be under **probation for a period of 3 (three) months** from the date of joining.
- Ø During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- Ø Post probation and subject to Tech Mahindra's decision to confirm your position, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- Ø In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- Ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.

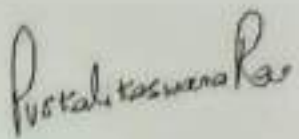
You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company. We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com



This Letter of Intent shall cease to be valid on **21-Dec-21** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Head - Resource Management Group

Annexure A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,712
HRA (@50% of Basic Pay)	33,856
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,125
Flexible Components of TFP ^	92,013
Total Fixed Pay (Per Annum)	2,25,706
Total Variable Pay (TVP) (Per Annum) (*)	25,079
Total ???????????...(A)	2,50,785
Additional Benefits ??...?.(B)	9,215
Gratuity	3,257
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) -----(A) + (B)	2,60,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage : You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,037
HRA (@50% of Basic Pay)	42,519
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,204
Flexible Components of TFP ^	1,21,695
Total Fixed Pay (Per Annum)	2,83,455
Total Variable Pay (TVP) (Per Annum) (*)	31,496
Total ??????????...(A)	3,14,951
Additional Benefits ??...?(B)	10,049
Gratuity	4,091
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

PRIVATE & CONFIDENTIAL

11/06/2021

Mr. Akshay M,
Kamalalayam,
Kannapuram, P.O.
Cherukunnu, Near railway station,
Kannur
Kerala
Pin Code: 670301

Dear Mr. Akshay M,

CONTRACT OF INTERNSHIP ("AGREEMENT")

On behalf of **KG Information Systems Private Limited.**, (hereinafter called "the Company" or "KGiSL"), we are pleased to offer you the "**Internship**" in our company, subject to the following conditions:

1. Your Position

You will be positioned as "**Intern**".

Your stipend is INR 10,000/- (Rupees Ten Thousand Only) per month, less applicable taxes and standard deductions as required by law.

2. Tax

Your monthly stipend is subject to Tax Deducted at Source (TDS).

3. Date of Internship

The effective date of your internship shall commence on **14th June 2021** and continue for a period of **Six (6) months** ending on **14th December 2021**.

4. Purpose of Internship

The purpose of this internship is for Intern to learn about Company's business, to get trained and to gain valuable insight and experience to perform software development related services.

Head Office:

GSS-Towers
KGiSL Campus, No 365, Thudiyalur Road,
Saravanampatti, Coimbatore, India-641035.
☎ +91 422 4419999 ☎ +91 422 2668325
e-mail: gssindia@kgisl.com, website: www.kgisl.com

Regional Office:

1st Floor, Emgeen Chambers,
CST Road, Kolvery Village, Kalina,
Santacruz East, Mumbai - 400098.
☎ +91 22 4974 2482/83

11th July 2021

Mr. Akshay M,
Kamalalayam House,
Kannapuram,
Cherukunnu PO,
Kannur – 670301.

Dear **Akshay,**

Thank you for exploring career opportunities with NeST Digital (P) LTD. 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 'Software Engineer trainee' with an annual compensation of Rs.4,50,000 P.A (Four Lakh Fifty Thousand per annum).

Your date of joining will be informed later.

Please confirm your acceptance of this offer within 7 days or else this offer will be automatically withdrawn.

We are excited to have you join our team!



Dileep Choyappally
Vice President & Head HR – NeST Digital



Offer: Computer Consultancy
Ref: TCSL/DT20206462577/Kolkata
Date: 09/08/2021

Mr. Akshay M
KamalalayamKannapuram,
Near Railway Station,
Kannur-670301,
Kerala.
Tel# 91-8547970824

Dear Akshay M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be 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.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20206462577

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - 8F/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206462577

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - 8F/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com

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

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



GROSS SALARY SHEET

Annexure 1

Name	Akshay M
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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

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 / Xperience Program.

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

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

TCS Confidential
TCSL/DT20206462577

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - 11F/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com

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

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

QSpiders Campus Connect-Incubation Final Selects 2021 Batch

Devika Rani <devikarani.l@qspiders.com>

28 May 2021 at 16:02

To: principal@vjec.ac.in, tpc@vjec.ac.in

Cc: varshavinodkk98@gmail.com, nishavarsha2728@gmail.com, shabreena486@gmail.com, meghamahesh99@gmail.com, anaghapremaraj17@gmail.com, angelanto111@gmail.com, neubinsebastian01@gmail.com, jismathew2017@gmail.com, amithkantj00@gmail.com, keerthanavinod02@gmail.com, nirmalzechariah@gmail.com, amaljithpknam1@gmail.com, vimalp1020@gmail.com, anusreepradeep005@gmail.com, devikanarayanan11@gmail.com, akshaymanoj04@gmail.com, 7adarshhareendran@gmail.com

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch.

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

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

We would courier the Hard copy of offer letter to college directly.


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

Regards

Devika

9513684738

Qspiders Campus Connect Team.

 Kerela Vimal Sel 2021.xlsx
11K

Candidate Name	Mobile Number
varsha k k	7558879739
Shabreena M	8606380389
Megha Mahesh	9589331481
Anagha Premaraj	9496145558
Angel Anto	8078335597
Neubin Sebastian	9495402301
Jis Mathew	9447633851
Amith Kanth P V	8547883191
Keerthana Vinod	7594946428
NIRMAL ZECHARIAH SAMUEL	8078344035
Amaljith P K	9544577012
Vimal P	9496621438
ANUSREE K	9207528624
Devika K	8078448628
Akshay M	8078459649
Adarsh Hareendran	7356493615

CSE
**U ■
S T**

UST/43593736/7716486
13/09/2021

Mariya Saju
Bangalore

Sub: Letter of Offer

Dear Mariya,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Tester I - Semiconductor Product Validation", T1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.300,000.00/- (Rupees Three Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 16/09/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 16/09/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

U .
S T

automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 16/09/2021.
If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining.
This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

Mariya, Saju

Execution by the Employee:

I, Mariya Saju, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

01st June, 2021

Mr. Abhinav KM
Mayyil,
Kannur,
670602

OFFER LETTER

Dear Mr. Abhinav KM,

Congratulations!!

Further to the discussion you had with us, we are pleased to offer you the post of **Software Developer** at Innovature, or in such other capacity the company shall from determine time to time. I believe that your talents will not only benefit Innovature but also that our mutual relationship will assist you in reaching your personal and professional goals.

You are requested to be available online on **02nd August, 2021** by **10.00 AM**. You shall be based at our **Kochi Development Centre** initially and should be willing to travel or re-locate on-site for business purposes at any given point of time.

Your annual compensation shall be INR Rs. **2,64,000** /- (Rupees **Two Lakhs Sixty-Four Thousand** only) per annum (CTC) as shown in Annexure A. Your compensation may also include Insurance, Casual, Sick and Privilege leave and other benefits as per corporate policy. Detailed compensation plan will be provided in the Employment Agreement given to you at the time of joining. Kindly note that your compensation is strictly confidential between you and Innovature. Disclosing this information to third parties would be considered a violation of the confidentiality policy and may be liable of disciplinary action. You will be on probation for **12** months from the date of your joining and your services will be confirmed in writing after the successful completion of your probation period. The probation period may be extended if your performance does not meet expectations.

I am anticipating that you will accept this offer by **02nd June, 2021**. Upon joining you will be required to sign an "Employment Agreement". You will also be required to bring the documents as shown in Annexure A (along with photocopies), on the date of your reporting. Kindly note that this offer is strictly contingent upon satisfactory review of your reference/ background checks and the certification of any relevant academic and professional credentials.

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me. We wish you a successful and rewarding career with us.

CSE

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India – 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

June 13'th 2021

Abhinav K M
Katankot House,
Kandakkai PO ,
Mayyil via,
Kannur - 670602

Dear Abhinav K M,

Further to our discussion, we are pleased to appoint you in our Company as Member of Technical Staff, or in such other capacity decided by the management from time to time.

1. DATE OF APPOINTMENT

Your date of appointment is effective from July 26'th, 2021. You will have an opportunity to mutually discuss and agree on a joining date between July 26'th 2021 and August 13'th 2021.

2. SALARY

You will be paid base salary of Rs. 8,000 per month, and an additional performance-based variable pay.

3. VARIABLE PAY

You will be paid a performance-based variable pay, the average of which can be expected to be between Rs. 15,000 and Rs. 25,000 per month. This salary is an average, across a full year. Individual monthly salary could vary. The variable pay shall start latest after the probation period and depending on performance and value of contributions could start earlier as determined by the management.

4. BONUS

You will be paid bonus in accordance with laws governing such payments and as declared by company.

5. PROBATION

You will be on probation for 6 months, during which period, your job may be terminated by the company at any time without notice period.

6 LEAVE RULES

You will be entitled for leave as per Company Policy. The current company policy is to use best judgment for upto 50% of the working days.

7 RETIREMENT

Your retirement age is 55 years.

Mysore Road, Sulthan Bathery, India – 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India – 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

8 TRANSFER

You may be transferred in such capacity as the company may, from time to time determine to any other location/department/establishment/branch/subsidiary of the Company. In such case the terms and conditions of service applicable to the new assignment will govern you.

9 OTHER WORK

Your position is a whole-time employment with the company, and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as share holder or debenture holder) in any other trade or business during the employment with the company without permission in writing of the Directors of the Company.

10 RESPONSIBILITIES

You must effectively perform to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.

11 TRAVEL

You will be required to travel on company work and you will be paid travel expenses for this as per the company rules.

12 CONFIDENTIAL INFORMATION

You will not at any time, without written consent of the Directors, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your service or otherwise.

13 PROTECTION OF INTEREST

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company and will remain sole right/property of the company. The company has the right to exercise ownership of any development, task or work you might do during employment.

18 PAST RECORD

If any declaration given or published by you to the company proves to be false or if you are found to have willfully suppressed any material information, or if you violate the company policies, you are liable to be removed from service without any notice.

Mysore Road, Sulthan Bathery, India – 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India – 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

19 NOTICE PERIOD

This contract of employment is terminable by either party giving 90 days' notice. Either party is not bound to give any reason thereof. The company reserves the right to pay in lieu of notice period. However, during probation period, the company may not give any notice.

20. ON SEPERATION

On acceptance of the separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, ID cards, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

The above terms and conditions are subject to company policy and may change from time to time.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment. You have until June 18'th, 2021 to accept.

Sincerely,
for Nethram India Innovation Center Private Limited

Baiju Paul Mathews
Managing Director

I accept this offer, with a firm commitment to join. My tentative joining date is _____ . I realize and agree that the company may share confidential information with me prior to joining, and the company may start to invest in mentoring and training me.

I accept this offer, with no firm commitment to join. I realize that this offer is not binding on the company, and that this offer may be withdrawn at any time.

I decline this offer.

(Please place an X on the appropriate option, and sign under the selected option)

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India - 673592
Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

June 13th 2021

Abinkrishna P V
Puthan Veetil (H),
Kamalpeedika
Kannur,
670591

Dear Abinkrishna,
Further to our discussion, we are pleased to appoint you in our Company as Member of Technical Staff, or in such other capacity decided by the management from time to time.

1. DATE OF APPOINTMENT

Your date of appointment is effective from July 26th, 2021. You will have an opportunity to mutually discuss and agree on a joining date between July 26th 2021 and August 13th 2021.

2. SALARY

You will be paid base salary of Rs. 8,000 per month, and an additional performance-based variable pay.

3. VARIABLE PAY

You will be paid a performance-based variable pay, the average of which can be expected to be between Rs. 15,000 and Rs. 25,000 per month. This salary is an average, across a full year. Individual monthly salary could vary. The variable pay shall start latest after the probation period and depending on performance and value of contributions could start earlier as determined by the management.

4. BONUS

You will be paid bonus in accordance with laws governing such payments and as declared by company.

5. PROBATION

You will be on probation for 6 months, during which period, your job may be terminated by the company at any time without notice period.

6 LEAVE RULES

You will be entitled for leave as per Company Policy. The current company policy is to use best judgment for upto 50% of the working days.

7 RETIREMENT

Your retirement age is 55 years.

Mysore Road, Sulthan Bathery, India - 673592
Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India - 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

8 TRANSFER

You may be transferred in such capacity as the company may, from time to time determine to any other location/department/establishment/branch/subsidiary of the Company. In such case the terms and conditions of service applicable to the new assignment will govern you.

9 OTHER WORK

Your position is a whole-time employment with the company, and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as share holder or debenture holder) in any other trade or business during the employment with the company without permission in writing of the Directors of the Company.

10 RESPONSIBILITIES

You must effectively perform to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.

11 TRAVEL

You will be required to travel on company work and you will be paid travel expenses for this as per the company rules.

12 CONFIDENTIAL INFORMATION

You will not at any time, without written consent of the Directors, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your service or otherwise.

13 PROTECTION OF INTEREST

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company and will remain sole right/property of the company. The company has the right to exercise ownership of any development, task or work you might do during employment.

18 PAST RECORD

If any declaration given or published by you to the company proves to be false or if you are found to have willfully suppressed any material information, or if you violate the company policies, you are liable to be removed from service without any notice.

Mysore Road, Sulthan Bathery, India - 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India - 673592

Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

19 NOTICE PERIOD

This contract of employment is terminable by either party giving 90 days' notice. Either party is not bound to give any reason thereof. The company reserves the right to pay in lieu of notice period. However, during probation period, the company may not give any notice.

20. ON SEPERATION

On acceptance of the separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, ID cards, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

The above terms and conditions are subject to company policy and may change from time to time.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment. You have until June 18'th, 2021 to accept.

Sincerely,
for Nethram India Innovation Center Private Limited

Baiju Paul Mathews
Managing Director

I accept this offer, with a firm commitment to join. My tentative joining date is _____ . I realize and agree that the company may share confidential information with me prior to joining, and the company may start to invest in mentoring and training me.

I accept this offer, with no firm commitment to join. I realize that this offer is not binding on the company, and that this offer may be withdrawn at any time.

I decline this offer.

(Please place an X on the appropriate option, and sign under the selected option)

18/08/2021

Ref: 0081/2021/Smaartt/INDIA

Mr. Wissam Abdulla
Kerala

APPOINTMENT LETTER

Dear Wissam,

This is with reference to your application and subsequent discussion you had with us. We are pleased to offer an employment in our organization under the following terms and conditions.

1. POSITION

You are being appointed as "Associate Consultant – Digital Innovation".

2. JOINING DATE:

The employment shall commence on 23/08/2021.

3. COMPENSATION:

You will be paid annual CTC of Rs. 4,40,000 (Indian Rupees Four Lakh Fourty Thousand Only) including all the components of the salary. Please refer Annexure-I for details on the compensation and statutory deductions.

4. PROBATION & EMPLOYMENT:

You will be employed on a **six months'** probationary period and your confirmation will be dependent upon your performance during this time. On successful completion of the probationary period, your services will be confirmed and will be indicated to you through a separate Letter of Confirmation. However, the management reserves the right to extend the probationary period if it is deemed necessary. During your Probationary period, your contract can be terminated on an immediate basis based on the Company's decision. No resignation will be accepted during the probation period. However, the company at its own discretion, under special circumstances and subject to the review of the case at an appropriate period, may accept a formal resignation by an employee provided the employee adheres to the company's final decision on his/her resignation.

5. RETIREMENT:

The retirement age is 58 years.

6. LOCATION:

You will be located in India (Work from home). However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the company or any one of its associates or clients conducts business.



Please note that the appointment becomes null and void in case, you don't acknowledge this offer within three days from the date of receiving it or in the event of you not joining the duty on or before the agreed date of joining.

You are requested to submit the following documents /Photocopies to initiate the on-boarding and mobilization process along with the following documents (Clear Scans).

1. Proof of Address (Aadhaar Card)
2. Proof of Identity (PAN Card)
3. Copy of Passport
4. Education Credentials (Highest to SSC)
5. Passport Size color photographs with white background (2 No's)
6. Reliving and Experience letter (Last Company)
7. Last 3 months Payslips and Bank Statements
8. Form 16 of previous year

I agree to accept employment on the terms and conditions mentioned in the above letter.

We wish you a bright career with **Smaartt!!**

Yours Faithfully

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:

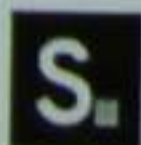
Mrudula Satam

EC30E9060529433

Mrudula Satam

Senior Associate-Employee Success

Accepted By



ANNEXURE- I

Compensation Sheet

Name: Wissam Abdulla

Designation: Associate Consultant – Digital Innovation

Salary Particulars	Per Month (Rs)	Per Annum (Rs)
Basic Salary	16,500	1,98,000
HRA	6,600	79,200
Other Allowance	7,920	95,040
Total Gross	31,020	3,72,240
Deductions		
Employee PF	1,980	23,760
Profession Tax	200	2,500
Addition		
Employee Retention Bonus (Payable Quarterly)	3,667	44,000
Net Take Home	32,507	3,89,980
Other Benefits		
Employer PF	1,980	23,760
Total CTC	36,667	4,40,000

*Your compensations shall be subject to statutory and Income Tax Deductions.

1. TDS on Salaries:

The tax will be deducted at source as per the provisions of section 192 of the Income Tax Act, 1961 for the employees in case his/ her salary exceeds the basic exemption limit and subject to investment declaration as may be submitted on a yearly basis.

2. Provident Fund:

Provident Fund consists of employee contribution and equal amount of contribution from employer. The same will be made as per manner as may be prescribed under Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

3. Profession Tax:

Profession Tax will be deducted from Salary based on the provisions as may be prescribed under the Maharashtra State Tax on Professions, Trade, Callings and Employments Act, 1975.

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:
Mrudula Satam
EC3BE995B529433

Mrudula Satam

Senior Associate-Employee Success
8/18/2021

Accepted By
Wissam Abdulla

8/18/2021



502, Deron Hills, S.No:6/1/1, Baner Pune 411045, India | info@smaartt.com | www.smaartt.com
CIN No. U74999PN2019PTC187337

CSE

Smaartt

18/08/2021

Ref: 0082/2021/Smaartt/INDIA

Ms. Niveditha Nair
Kerala

APPOINTMENT LETTER

Dear Niveditha,

This is with reference to your application and subsequent discussion you had with us. We are pleased to offer an employment in our organization under the following terms and conditions.

1. POSITION

You are being appointed as "Associate Consultant – Digital Innovation".

2. JOINING DATE:

The employment shall commence on 23/08/2021.

3. COMPENSATION:

You will be paid annual CTC of Rs. 4,40,000 (Indian Rupees Four Lakh Fourty Thousand Only) including all the components of the salary. Please refer Annexure-I for details on the compensation and statutory deductions.

4. PROBATION & EMPLOYMENT:

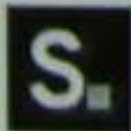
You will be employed on a six months' probationary period and your confirmation will be dependent upon your performance during this time. On successful completion of the probationary period, your services will be confirmed and will be indicated to you through a separate Letter of Confirmation. However, the management reserves the right to extend the probationary period if it is deemed necessary. During your Probationary period, your contract can be terminated on an immediate basis based on the Company's decision. No resignation will be accepted during the probation period. However, the company at its own discretion, under special circumstances and subject to the review of the case at an appropriate period, may accept a formal resignation by an employee provided the employee adheres to the company's final decision on his/her resignation.

5. RETIREMENT:

The retirement age is 58 years.

6. LOCATION:

You will be located in India (Work from home). However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the company or any one of its associates or clients conducts business.



502, Deron Hills, S No:6/1/1, Baner Pune 411045, India | info@smaartt.com | www.smaartt.com
CIN No. U74999PN2019PTC187337

DS
MS

Smaartt

Please note that the appointment becomes null and void in case, you don't acknowledge this offer within three days from the date of receiving it or in the event of you not joining the duty on or before the agreed date of joining.

You are requested to submit the following documents /Photocopies to initiate the on-boarding and mobilization process along with the following documents (Clear Scans).

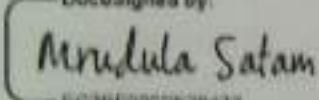
1. Proof of Address (Aadhaar Card)
2. Proof of Identity (PAN Card)
3. Copy of Passport
4. Education Credentials (Highest to SSC)
5. Passport Size color photographs with white background (2 No's)
6. Reliving and Experience letter (Last Company)
7. Last 3 months Payslips and Bank Statements
8. Form 16 of previous year

I agree to accept employment on the terms and conditions mentioned in the above letter.

We wish you a bright career with Smaartt!!

Yours Faithfully

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:

EC38E9989528433
Mrudula Satam

Senior Associate-Employee Success

Accepted By



502, Deron Hills, S.No:6/1/1, Baner Pune 411045, India | info@smaartt.com | www.smaartt.com
CIN No. U74999PN2019PTC187337

Offer Letter

Name: NIVEDITHA V NAIR
Ref No.: USPL/RPA/2020/168
Issue date: 24/12/2020

Dear Ms. NIVEDITHA V NAIR.

AirLabs is excited to bring you on board as an **Associate RPA Developer**.

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your on-the-job training, charges and the terms and conditions of your anticipated RPA training with AirLabs.

The on-the-Job Training will comprise of 3 months of RPA/ML/AI Training along with 2 months of Internship for you as an Associate RPA Developer, starting from 06/01/2021 at Bangalore.

During your training and Internship at Airlabs, you are entitled to a Stipend of INR 10,000/- per month. Post-training your salary will range between 4 - 6 lakhs solely based on your performance and grades achieved during your OJT. You have been deemed eligible for the finance option for the training and certification charges, and is expected to abide by all the rules, regulations and commitments thereof.

On successful completion of your training and all certification criteria, you will be entitled to certification from the governing bodies **AICRA** and **TIMTS** as well as **USPL-Airlabs**.

You must hand over all the company assets at the time of leaving in the same condition as allotted to you at the start of the RPA training. In case of damages to the assets, the cost will be deducted from your Salary.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement or replying via email on or before 06/01/2021. In case of queries feel free to get in touch with us. We look forward to working with you!

Bindiya Patel

Regards

Bindiya Patel
Human Resources
USPL Airlabs Pvt. Ltd.

Airlabs

Act



August 19, 2021

HRD/3T/21-22/1002131802

Ms. Jis Mathew
Candidate ID: 1002131802
Tharamangalath(H)
Nellikunnu
Kannur - 670571
Kerala
India
Ph: (91) 94476 33851

Dear Jis,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.


This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

AEI

 **Vimal Jyothi**
Engineering College Champai

Placement Cell Vjec <tpc@vjec.ac.in>

Request for Offer Letters Copy - SOLARIC CONTROL SYSTEM

2 messages

TPO VJEC <tpc@vjec.ac.in>
To: robinjose1799@gmail.com

16 February 2022 at 13:03

Dear ROBIN,

Greetings from Training and Placement Cell !!!

As per our records, you have received job offers from **SOLARIC CONTROL SYSTEM**. However, the copies of the offer letters are not available at Placement Cell. We are now updating the files in view of the NBA Accreditation visit.

Could you please send a scan copy at the earliest?

Thank you.

Regards,

—
Justine M Augustine
Training & Placement Officer
Vimal Jyothi Engineering College, Chemperi
Kannur, Kerala -670632
Email: tpc@vjec.ac.in
Office: 0460-2212240 Ext:126
Mobile: 9946943094

Robin Jose <robinjose1799@gmail.com>
To: TPO VJEC <tpc@vjec.ac.in>

18 February 2022 at 00:27

Dear Sir,

I have been working at SOLARIC CONTROLS SYSTEM as a Project trainee engineer for the last 4 months. But I haven't got any offer letter or appointment letter from the company yet.

I have asked for it. The company told me that they will give it to me. I will share the copy once I receive it.

With regards,

Robin Jose
+91 8086178976
[Quoted text hidden]

QSpiders Campus Connect-Incubation Final Selects 2021 Batch

Devika Rani <devikarani.l@qspiders.com>

28 May 2021 at 16:02

To: principal@vjec.ac.in, tpc@vjec.ac.in

Cc: varshavinodkk98@gmail.com, nishavarsha2728@gmail.com, shabreena486@gmail.com, meghamahesh99@gmail.com, anaghapremaraj17@gmail.com, angelanto111@gmail.com, neubinsebastian01@gmail.com, jismathew2017@gmail.com, amithkantj00@gmail.com, keerthanavinod02@gmail.com, nirmalzechariah@gmail.com, amaljithpknam1@gmail.com, vimalp1020@gmail.com, anusreepradeep005@gmail.com, devikanarayanan11@gmail.com, akshaymanoj04@gmail.com, 7adarshhareendran@gmail.com

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch.

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

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

We would courier the Hard copy of offer letter to college directly.


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

Regards

Devika

9513684738

Qspiders Campus Connect Team.

 **Kerala Vimal Sel 2021.xlsx**
11K

Candidate Name	Mobile Number
varsha k k	7558879739
Shabreena M	8606380389
Megha Mahesh	9589331481
Anagha Premaraj	9496145558
Angel Anto	8078335597
Neubin Sebastian	9495402301
Jis Mathew	9447633851
Amith Kanth P V	8547883191
Keerthana Vinod	7594946428
NIRMAL ZECHARIAH SAMUEL	8078344035
Amaljith P K	9544577012
Vimal P	9496621438
ANUSREE K	9207528624
Devika K	8078448628
Akshay M	8078459649
Adarsh Hareendran	7356493615

**U .
S T**

UST/31658587/8254672
23/11/2021

SREEHARI
Bangalore

Sub: Letter of Offer

Dear ,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Tester I - Semiconductor Product Validation", T1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.300,000.00/- (Rupees Three Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employer/s.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or repayment of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 01/12/2021. If the offer of employment is acceptable to you, please intimate your acceptance of the same by signing a duplicate copy of this letter and returning it to us on or before 01/12/2021. If you are accepted on or before the said date, this offer shall stand

U .
S T

automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 01/12/2021.
If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining.
This offer of employment is subject to the production of the said documents. The determination of the
adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the
organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

, SREEHARI

Execution by the Employee:

I, SREEHARI, agree and accept this conditional offer on the terms and conditions outlined
and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

U -
S T

Annexure 1 (A)

Name: SREEHARI,
Designated as: "Tester I - Semiconductor Product Validation"

Components	Monthly Salary	Annual
Basic Salary	7,500.00	90,000.00
House Rent Allowance	3,750.00	45,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,500.00	18,000.00
Other Allowance	9,875.00	118,500.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	375.00	4,500.00
Variable Pay		0.00
Cost to the Company (CTC)		300,000.00

*** Eligibility for earning the Emp
the rules under The Employees'

contribution to Provident Fund is governed strictly as per
Fund & Miscellaneous Provisions Act, 1952.

U .
S T

UST/19409811/3496613
23/02/2022

SARATH CHANDRAN
Trivandrum

Sub: Letter of Offer

Dear SARATH,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 28/02/2022. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 28/02/2022. If you are accepting our offer letter, please send us your confirmation within 72 hours.

U .
S T

If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 28/02/2022. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Director HR

SARATH, CHANDRAN

Execution by the Employee:

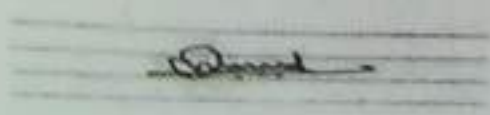
I, SARATH CHANDRAN, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

SARATH CHANDRAN

27.4.111.63



Date

2022-02-24T11:40:28.894+00:00

End: Annexure 1
Annexure 2

U S T

Annexure 1 (A)

Name: SARATH CHANDRAN,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,312.50	99,750.00
House Rent Allowance	3,325.00	39,900.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,662.50	19,950.00
Other Allowance	11,992.71	143,912.50
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	415.62	4,987.50
Variable Pay		17,500.00
Cost to the Company (CTC)		350,000.00

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

U .
S T

UST/31658587/8253184
23/11/2021

Pranav C
Bangalore

Sub: Letter of Offer

Dear Pranav,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Tester I - Semiconductor Product Validation", T1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.300,000.00/- (Rupees Three Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 01/12/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 01/12/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

**U -
S T**

automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 01/12/2021.
If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining.
This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



**Vinesh George
Group Manager HR**

Pranav, C

Execution by the Employee:

I, Pranav C, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

U .
S T

Annexure 1 (A)

Name:Pranav C,
Designated as: "Tester I - Semiconductor Product Validation"

Components	Monthly Salary	Annual
Basic Salary	7,500.00	90,000.00
House Rent Allowance	3,750.00	45,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,500.00	18,000.00
Other Allowance	9,875.00	118,500.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	375.00	4,500.00
Variable Pay		0.00
Cost to the Company (CTC)		300,000.00

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

Identity Number of
Contractor
Workman

Location of
Principal
Employer's
Worksite

Project/Install
Plant



NAME: NIKHIL P77

NO: 3347991018

ISSUE DATE: 12/05/2023

EXPIRY DATE: 12/05/2024

3109/2000 authorized by

[Signature] and Department

INTELLEPOWER SYSTEMS

SALARY SLIP		
VISHNU		
		Dec-21
Pain on		05.01.2022
No. Days Worked		24
Monthly Salary		7385
OT Salary	11	404
Others	0	0
Total Salary		7788
Less : Advance		0
Nett Salary		7788
Balance Advance		0

EIPL/1514/HR

September 18, 2021

APPOINTMENT LETTER

Mr. K Akshay
Akshay Nivas
Keezhuthally
Thazhe Chovva (PO)
Kannur 670 018, Kerala
Mobile # 81295 90326

Dear Mr. Akshay,

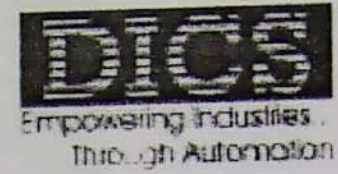
Further to your application and subsequent interview you had with us we are pleased to appoint as Graduate Engineer Trainee (GET) with effect from 01st October 2021 in our establishment situated at No.1A, First Floor, Patel Street, Nehru Nagar, Chrompet, Chennai 600 044 on the following terms and conditions:

1. Congratulations on your new venture and we wish you all the best in your career.
2. Your monthly consolidated pay would be Rs.10,000/- per month.
3. You will be working as Trainee for one year period and post completion of one year.
4. Post completion of one year, you shall guarantee your services for the next two years and will be liable under bond.
5. Your annual increment will be due on April 1st of every year as applicable and shall depend upon your overall good performance and at the discretion of the management. However, as regards your first annual increment please note that in case you are confirmed in the 1st half of the financial year (April to September), you will be entitled for the same on the following 1st April.
6. While in the service of the company, you shall not disclose or divulge any information, technical knowhow and/or business secrets to any party and if so found by the company your services shall be terminated by the due process of law.

No.1A, First Floor, Patel Street, Nehru Nagar, Chrompet, Chennai-600 044.
Tel: 044-22233019 / Mobile: 9551095519 / E-mail: euroconganesh@gmail.com
Web: www.euroconinstruments.in

DIGITAL INSTRUMENTS AND CONTROL SYSTEMS
CHENNAI

Wage Slip for the month of Feb/2022

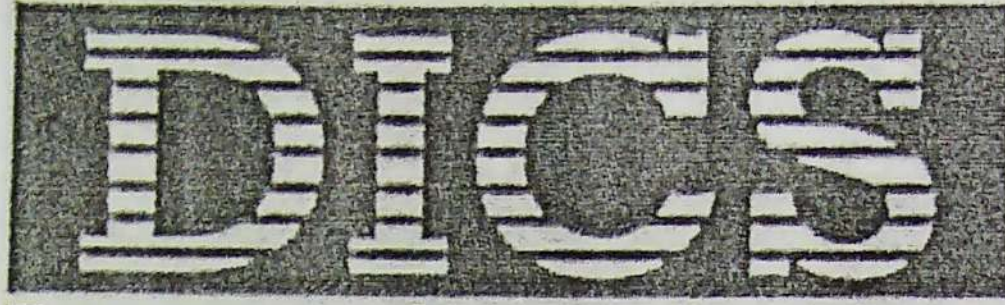


EMP ID 346
PF NO. KN/30118/346
PAY DAYS 28
DOJ 01/10/2021
ACCNO.
UAN NO. 101741382012

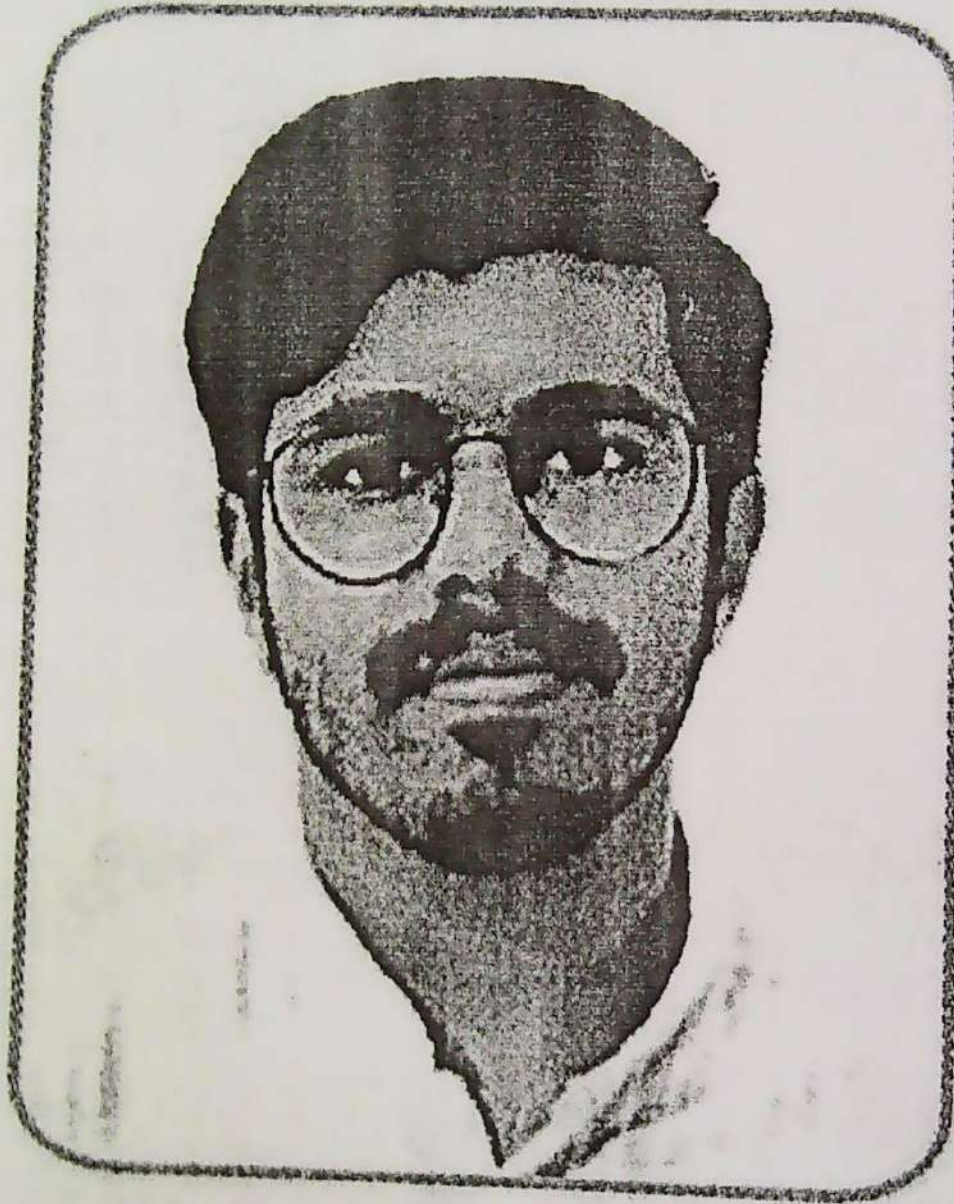
Employee Name: Mathew Sebastian
ESI NO.
PRESENT DAYS 23
Designation ENGINEER - TECHNICAL SUPPORT
PAN NO.
Bal. Advance

Earnings	Rate	Amount	Deductions	Amount
BASIC	4,000.00	4,000.00	PF	480.00
HRA	2,000.00	2,000.00	ESI	75.00
Conv	1,600.00	1,600.00		
Spl.	2,400.00	2,400.00		
Total	10,000.00	10,000.00	Total	555.00
Net Pay	9,445.00			
In Words	Rupees Nine Thousand Four Hundred Forty Five Only			
			Signature	

THIS IS COMPUTER GENERATED PAYS LIP, HENCE SIGNATURE IS NOT REQUIRED.



Empowering Industries..
Through Automation



MATHEW SEBASTIAN
Engineer - Technical Support

Emp Code : 346
Blood Group : AB+

**DIGITAL INSTRUMENTS &
CONTROL SYSTEMS**

Identity Badge of
Contractors'

Location of
Principal
Employer's
worksite

Bosch Bldadi
Plant

SI. No.
056



Name : JOICE JOY

ID No. : S347993198

Valid from : 26/02/2022

Valid upto : 28/02/2022

3103/2022 Authorized by

[Handwritten signature]

HEI Department

Signature of Contractor's
Workman



iTECH Protomation & Controls Pvt. Ltd

Engineering | System Integration | Inspection | Calibration | Training

LETTER OF APPOINTMENT

The description stated in this LETTER OF APPOINTMENT mutually agreed and signed between you and iTECH Protomation & Controls Pvt. Ltd.

Name : JINCE JOSEPH
Assigned Title : Instrumentation Engineer (Tr.)
Employment Company : iTECH Protomation & Controls Pvt. Ltd
Assigned Place : Jayanagar, Bangalore, India
Address : 577, 11th Main Road, 5th Block, Jayanagar
Bangalore, Karnataka, Bangalore-41, India
Date of Joining : 16-Mar-2022
Working Hours : 8Hrs x 6days (Mon ~ Sat)
Annual Leave : 15 calendar days / year
Remuneration (Package) : Rs. 18,000/- per month
Notice Period : A notice of ONE month is required



Accepted by Employee

JINCE JOSEPH

Date: 16-Mar-2022

Amaly A. D. - Engineering & Projects Div.

iTECH Protomation & Controls Pvt. Ltd

Date: 16-Mar-2022

EIPL/1515/HR

September 18, 2021

APPOINTMENT LETTER

Mr. Anandhu Prakash
Pandavalappil House
Kovvappuram PO
Ramanthali
Kerala
Mobile # 81579 65047

Dear Mr.Prakash,

Further to your application and subsequent interview you had with us we are pleased to appoint as Graduate Engineer Trainee (GET) with effect from 01st October 2021 in our establishment situated at No.1A, First Floor, Patel Street, Nehru Nagar, Chrompet, Chennai 600 044 on the following terms and conditions:

1. Congratulations on your new venture and we wish you all the best in your career.
2. Your monthly consolidated pay would be Rs.10,000/- per month.
3. You will be working as Trainee for one year period and post completion of one year.
4. Post completion of one year, you shall guarantee your services for the next two years and will be liable under bond.
5. Your annual increment will be due on April 1st of every year as applicable and shall depend upon your overall good performance and at the discretion of the management. However, as regards your first annual increment please note that in case you are confirmed in the 1st half of the financial year (April to September), you will be entitled for the same on the following 1st April.
6. While in the service of the company, you shall not disclose or divulge any information, technical knowhow and/or business secrets to any party and if so found by the company your services shall be terminated by the due process of law.

No.1A, First Floor, Patel Street, Nehru Nagar, Chrompet, Chennai-600 044.
Tel: 044-22233019 / Mobile: 9551095519 / E-mail: euroconganesh@gmail.com
Web: www.euroconinstruments.in

To
Akshay P,
Kodakkal Puthiya Veedu,
Ramanthali,
Payyannur, Kerala, India.

Date : 14.12.2021

Dear Mr. Akshay P,

WELCOME ABOARD!

We are delighted to offer you the position of "Engineer - Technical Services" with Proficient Automation And Controls Pvt Ltd, with 01st January 2022 being your date of joining.

Enclosed are your terms and benefits pertaining to the offer.

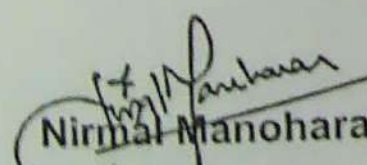
Please review each information carefully, and sign each page of the 2 copies of the contract. You must retain one copy for your reference and other one to be returned to the HR department for company records.

Please do speak to me if you need any clarifications.

We look forward to working with you and wish you the very best for your tenure with Proficient Automation

Sincerely,

For Proficient Automation And Controls Pvt Ltd


Nirmal Manoharan
Senior Operations Manager



PROFICIENT AUTOMATION AND CONTROLS PVT. LTD.

302556 C 1 & C 2, Arakkakadavu Road, Thaikkavu Jn., Vennala P. O, Ernakulam 682028.

Tel: +91 9497701491, +91 9567863491

E-mail: mail@proficientautomation.com

WORK ENVIRONMENT PROFILE

Described here are the Competencies / representative of those an employee demonstrates while performing the essential functions of this job.

Critical Competencies	
Planning and Organisation	Establish an appropriate course of action for self and others; Delivers the result in a quality , timely and cost effective manner by bringing together, coordinating and controlling the resources necessary to achieve the goal.
Communication	Is the ability to give & receive information effectively, through verbal , written interactions, as well as active listening, body language & tone of voice.
Presentability	Is the ability to present oneself as a neat and well dressed individual in front of the customers and make an impression on the individual with our most appropriate way of dressing and grooming and well mannered behaviour.
Customer Focus	Is the desire to help or serve internal or external customers, and to meet or exceed their expectations.
Initiative and Commitment	Is the willingness to go beyond what situation requires, by taking action before being forced by events; to seize the opportunities, seek in depth information and do significantly much more than is required.
Result Orientation	Is the drive to set challenging standards and goals to make continuous improvements and accept full responsibility for delivering results.

REMUNERATIONS AND BENEFITS

The terms and conditions of employment applicable to the appointment are as follows

Date of joining : 01.01.2022.
 Probation Period : 3 to 6 months (variable)

Salary Details

You will be paid Salary on or before 5th of every month for the previous month. Your salary will be 10,000/- per month.

PROFICIENT AUTOMATION AND CONTROLS PVT. LTD.
 33/656 C 1 & C 2, Arakkakadavu Road, Thaikkavu Jn., Vennala P. O, Ernakulam 682028.
 Tel: +91 9497701491, +91 9567863491
 E-mail: mail@proficientautomation.com



SATT INDUSTRIAL AUTOMATION PVT. LTD.,

16B, Vishnupriya Apartments, Mulhu Nagar, Poonamallee,
Chennai - 600 056. Ph : +91-44-26491799 / 26494113
CIN : U74990TN2012PTC084506

satt.automation@yahoo.com / satt.marketing@yahoo.com / www.sattautomation.com

ANNEXURE 'A': COMPENSATION DETAILS (Salary & applicable benefits)

Name : ABHISHEK. K
Designation : JUNIOR ENGINEER
Date of joining : 18.10.2021

a) Remuneration

Basic Salary	:	Rs. 7200/-	per month
H. R. A	:	Rs 3600/-	per month
D.A	:	Rs. 1200/-	per month
Medical reimbursement	Limit :	Rs. 0/-	per annum
Total	:	Rs 12000/-	per month

b) Retrials

- You will participate in the Company Provident Fund Scheme as applicable to your category of employees.
- You will be entitled to gratuity in accordance with the rules governing such payment.

c) Leave


You will be entitled to privilege, sick and casual leave as applicable to your category of employees, not applicable for training period

Note:

- It is expected that individual compensation package would not be shared with other employees.
- The above compensation structure is subject to change without affecting emoluments adversely.
- Applicable tax would be borne by the employee.

DECLARATION

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


18-10-21
(Signature and Date)

ABHISHEK.K

TOWARDS ALL AUTOMATION SOLUTIONS

Scanned by TapScanner



SATT INDUSTRIAL AUTOMATION PVT LTD
 16B, VISHNUPRIYA APARTMENTS
 MUTHU NAGAR, NEAR SUNDHAR MARRIAGE HALL
 POONAMALLEE, CHENNAI - 56
 email - satt.automation@yahoo.com

SALARY SLIP

STAFF CODE :	SATT032	WORKING DAYS	31
NAME :	ABHISHEK.K	PRESENT DAY	10
DESIGNATION :	ENGINEER TRAINEE	ABSENT DAY	21
DEPT. :	PROJECT		

MONTH : JAN - 2022

EARNINGS		DEDUCTIONS	
Particulars	Rs.	Particulars	Rs.
SALARY OFFERED	3871.00	PF DEC. 12%	0.00
BASIC PAY	2322.60	ESI DEC. 0.75%	29.03
DA	387.10		
H.R.A	1161.30		
ALLOW/INCREMENT/INCENTIVE	0.00		
ADDL.DAYS	0.00		
LEAVE PAY/FESTIVAL	0.00		
OT	0.00		
HOLIDAY PAY	0.00		
Total Earning	3,871.00	Total Deductions	29.03
NET SALARY Rs.	3,842		

EMP.EPF NO:

ESINO: 5132575897

EMP.BANK A/C NO 50100498293971



EMP.SIGN

PRIMO

**ULTIMATE
WELDING
SOLUTIONS**

TO,

AMAL RAJ
Perikkat House P.O
Pallikkunnu
Podikundu Kannur
670004

Dear Mr. Amal Raj

SUB: YOUR APPOINTMENT IN OUR ORGANISATION.

With reference to your application for employment and the subsequent interview you had with us, we have pleasure in offering you the position of " Project Trainee" to be based at our Chennai office on the following terms and conditions. You are advised to report to the duty on or before 14.10.2021.

1. You will be on Probation for a period of three to six months from the date on which you join duty. Your probation period may be extended or reduced at the discretion of the Company and you shall continue to be a probationer unless you are confirmed in writing.
2. During the period of confirmation, or at the end of it, your probationary services may be terminated without prior notice or compensation and without assigning any reason thereof.
3. On Confirmation after the completion of probationary period, termination of employment by either Company or you shall be after giving notice period of 1 (One) Month in writing to the other party or compensation in lieu of the notice period thereof.
4. During the period of probation, you will be paid a consolidated salary of Rs 10,000/- per month. On Confirmation, you may be placed on a suitable scale of salary and the Management reserves the right to break up the consolidated salary and allowances and dearness allowances if any.
5. During the probationary period or on confirmation as the case may be, you will be liable and shall accept transfer to any of the company's sister associate/concern/ branch or wherever the interests of company are involved anywhere in INDIA or ABROAD.

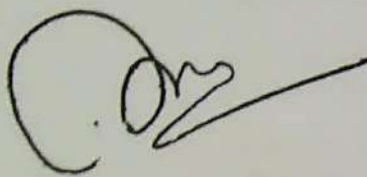
6. As an employee of the company, you are expected to conduct yourself in a manner that gives credit to you as well as the company. You will maintain utmost secrecy and not divulge any information that you might have acquired in the course of employment with this company.
7. Your services, on confirmation may be terminated if your performance is not satisfactory and for any misconduct, you are liable to be Warned/ Suspended / Discharged / Dismissed as per the Provision of the Service Rules and Regulations of the company.
8. This appointment is made on the understanding that the information given by you in your application is correct/ true and complete. This appointment may be withdrawn before you joining services or may be terminated at any time after you have taken up employment with us.
9. The company shall be open and working from 9 am^o to 6.00 pm. The Office shall remain open for all days in the week, except Sundays. The Lunch break shall be from 1 pm to 1.30 pm. These timings may be changed by the management with prior written intimation to the employees.
10. The company shall be remaining closed for the list of Holidays, those are declared at the starting of each Calendar year.
11. Apart from the declared holidays, you are entitled to avail leaves as per the company policy. There will be 12 Privilege Leaves, 7 Casual Leaves and 7 Sick Leaves in one Calendar year. The management reserves the right to sanction or deny the leaves stating the reason thereof.
12. If you are absent yourselves without sanction of leave or over stay sanctioned leave for eight consecutive days, you shall be deemed to have abandoned your reemployment, terminating your services thereby.
13. You shall be executing a Bond with us for a period of 36 months as the pre-condition of our job offering. The Bond shall be executed soon after your joining time.
14. In addition to the above conditions, you will be governed by Standing Orders/ Service Rules and Regulations of the company in force or as may be modified from time to time.
15. Your Employment with us will be reviewed from time to time taking into account your contribution to the Organization and your ability to progress with us.

16. In accordance with the standard practice of the company, we request you to treat the terms of your employment as confidential.

Please sign the duplicate copy of this letter as a token of your acceptance of the terms and conditions obtained therein.

We welcome you and wish you all the success with our company. Yours truly,

For PRIMO AUTOMATION SYSTEMS PVT LTD.



HIRING MANAGER

I have read and understood the above contents and accept the terms and conditions. I am reporting for duty from

Dated :

Signature of Employee

U .
S T

UST/83310334/6018441
19/04/2022

Robin Jose
Bangalore

Sub: Letter of Offer

Dear Robin,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Tester I - Semiconductor Product Validation", T1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.300,000.00/- (Rupees Three Lakh) per annum. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 21/04/2022. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 21/04/2022. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

U .
S T

Annexure 1 (A)

Name: Robin Jose,
Designated as: "Tester I - Semiconductor Product Validation"

Components	Monthly Salary	Annual
Basic Salary	7,500.00	90,000.00
House Rent Allowance	3,750.00	45,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,500.00	18,000.00
Other Allowance	9,875.00	118,500.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	375.00	4,500.00
Variable Pay		0.00
Cost to the Company (CTC)		300,000.00

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

October 04, 2021

APPOINTMENT LETTER

Mr. YADULEKH.J
Padikkal House
Edakkad (po)
Kannur,
Kerala 670663
Kerala Mobile # 8113958274

Dear Mr.YADULEKH.J,

Further to your application and subsequent interview you had with us we are pleased to appoint as Project Trainee Engineer with effect from 04th October 2021 in our establishment situated at No 12, Agathiyar Street, Ambal Nagar, Ekkatuthangal, Chennai, Tamil Nadu 600032 on the following terms and conditions:

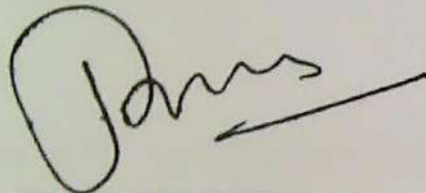
1. Congratulations on your new venture and we wish you all the best in your career.
2. Your monthly consolidated pay would be Rs.10,000/- per month.
3. You will be working as Trainee for one year period and post completion of one year.
4. Post completion of one year, you shall guarantee your services for the next two years and will be liable under bond.
5. Your annual increment will be due on April 1st of every year as applicable and shall depend upon your overall good performance and at the discretion of the management. However, as regards your first annual increment please note that in case you are confirmed in the 1st half of the financial year (April to September), you will be entitled for the same on the following 1st April.
6. While in the service of the company, you shall not disclose or divulge any information, technical knowhow and/or business secrets to any party and if so found by the company your services shall be terminated by the due process of law.

No 12, Agathiyar Street, Ambal Nagar, Ekkatuthangal, Chennai, Tamil Nadu 600032

14. Your appointment is subject to the rules of the company whatever are applicable to you presently or may come in force in future
15. In accordance with the standard practice of the company, you shall treat the terms of this contract of employment as confidential
16. In case you are agreeable to the above terms and conditions, kindly signify your acceptance on the duplicate copy of this letter in token of having accepted the above terms and conditions.

Yours faithfully,

For EUROCON INSTRUMENTS PRIVATE LTD.,



HR MANAGER

I ACCEPT THE ABOVE TERMS AND CONDITIONS

(SIGNATURE)

No 12, Agathiyar Street, Ambal Nagar, Ekkatuthangal, Chennai, Tamil Nadu 600032

ANNEXURE 'A': COMPENSATION DETAILS (Salary & applicable benefits)

Name : VISHNU KK
Designation : JUNIOR ENGINEER
Date of joining : 18.10.2021

a) Remuneration

Basic Salary	:	Rs. 7200/-	per month
H. R. A	:	Rs 3600/-	per month
D.A	:	Rs. 1200/-	per month
Medical reimbursement	Limit :	Rs. 0/-	per annum
Total	:	Rs 12000/-	per month

b) Retrials

- You will participate in the Company Provident Fund Scheme as applicable to your category of employees.
- You will be entitled to gratuity in accordance with the rules governing such payment.

c) Leave

You will be entitled to privilege, sick and casual leave as applicable to your category of employees, not applicable for training period

Note:

- It is expected that individual compensation package would not be shared with other employees.
- The above compensation structure is subject to change without affecting emoluments adversely.
- Applicable tax would be borne by the employee.

DECLARATION

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

Vishnu
18-10-21
(Signature and Date)

VISHNU KK

Inbox	<input type="checkbox"/>	Sort by: Received	
Drafts	<input type="checkbox"/>	Halyna Peleshchak	Tue 3/1 4:24 am
Sent	<input type="checkbox"/>	Halyna Peleshchak	Tue 3/1 4:24 am
Spam	<input type="checkbox"/>	Halyna Peleshchak	Tue 3/1 2:02 am
Trash	<input type="checkbox"/>	Halyna Peleshchak	Mon 2/28 10:20 am
Add Folder	<input type="checkbox"/>	Halyna Peleshchak	Mon 2/28 10:19 am
	<input type="checkbox"/>	Discord	Mon 2/28 10:09 am
	<input type="checkbox"/>	Halyna Peleshchak	Mon 2/28 7:16 am
	<input type="checkbox"/>	Halyna Peleshchak	Mon 2/28 6:45 am
	<input type="checkbox"/>	Halyna Peleshchak	Mon 2/28 4:20 am
	<input type="checkbox"/>	Halyna Peleshchak	Mon 2/28 1:24 am
	<input type="checkbox"/>	Uenin Sagayraj P	Sun 2/27 6:56 pm
	<input type="checkbox"/>	PLNAR 3rd batch discussion	Fri 2/25 1:30 pm
	<input type="checkbox"/>	The PLNAR Team	
	<input type="checkbox"/>	You've got PLNAR! Welcome	
	<input type="checkbox"/>	Devaraj R.	
	<input type="checkbox"/>	Pinar 3rd batch	

You've got PLNAR! Welcome
 From: The PLNAR Team <plnarteam@plnara.com> Add to Contacts
 sent from: mandillapp.com
 Sent: Sun, Feb 27, 2022 at 6:56 pm
 To: anu.s@fatworldsolutions.in

Images not displayed. SHOW IMAGES | ALWAYS SHOW IMAGES FROM THIS SENDER

Welcome to PLNAR!

Hi Anu,
 We are excited to help you start your virtual claims experience with PLNAR.
 Before you begin, you'll need to set your password to gain access to your PLNAR Digital Desk Portal.

[Set Your Password →](#)

Once your password is set, you'll be automatically directed to sign-in and gain

Type here to search

CE



05 August 2021

ZAKIYA SALAM K
BTech
Vimal Jyothi Engineering College, Chemperi

Dear Sir/ Madam,

Hearty Congratulations

We are happy to inform you that you have come out successful in the Campus Recruitment Process conducted for the post of Associate in Non-Officer (Clerical) cadre. Accordingly, you are provisionally empanelled for absorption in Banks service as an Associate, subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per the administrative requirements. You will be on probation for a period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years service in the Bank.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead.. !

Warm Regards,

Vice President (HR)





ORBIT ENGINEERING SERVICES

14-06-2021

WELCOME LETTER

Dear ABHINAV,

We take great pleasure in inviting you to be an integral part of ORBIT ENGINEERING SERVICES. We are enclosing your letter of appointment, along with other necessary information. Kindly sign the letter of appointment and have it returned to us at the earliest. You are requested to join on the date mentioned at the following address.

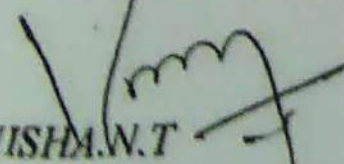
ORBIT ENGINEERING SERVICES
OOTY COTTAGE BUILDING
NARATH
KANNUR, KERALA

You are entitled for a consolidate pay of Rs.16500/- per month

In case you need any clarifications regarding your job, compensation, or any policy please contact: 'Pradeep Palakkol, orbitkannur2020@gmail.com

We look forward to you having a long and fruitful relationship with ORBIT ENGINEERING SERVICES.

Sincerely,


NISHA.W.T

MANAGING PARTNER
ORBIT ENGINEERING SERVICES.



CE



ORBIT

ENGINEERING SERVICES

14-06-2021

WELCOME LETTER

Dear ADARSH,

We take great pleasure in inviting you to be an integral part of ORBIT ENGINEERING SERVICES. We are enclosing your letter of appointment, along with other necessary information. Kindly sign the letter of appointment and have it returned to us at the earliest.

You are requested to join on the date mentioned at the following address.

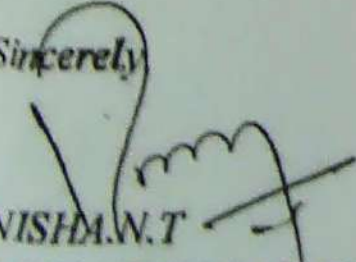
ORBIT ENGINEERING SERVICES
OOTY COTTAGE BUILDING
NARATH
KANNUR, KERALA

You are entitled for a consolidate pay of Rs.16500/- per month

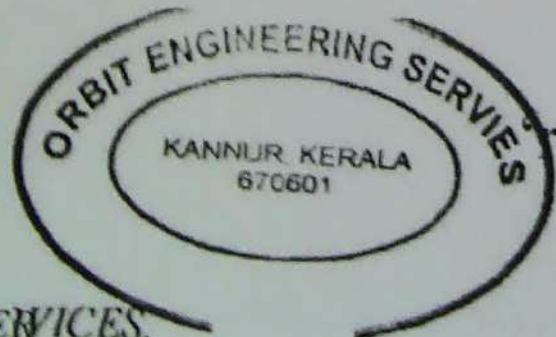
In case you need any clarifications regarding your job, compensation, or any policy please contact: 'Pradeep Palakkol, orbitkannur2020@gmail.com

We look forward to you having a long and fruitful relationship with ORBIT ENGINEERING SERVICES.

Sincerely,



NISHA.N.T
MANAGING PARTNER
ORBIT ENGINEERING SERVICES.



July 27, 2021



HRD/3T/21-22/1002130420

Ms. Adithya K R
Candidate ID: 1002130420
Ottakomban Moola (H)
Kakkavayal P O
Wayanad- 673122
Wayanad
India
Ph: (91) 80783 15423

Dear Adithya,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



BALAPURAM, VAYATTUPARAMBA P.O., KANNUR –
670582

TEL: 0460 2247 555, 9744 47 55 55

restinjoseph@yahoo.com, www.cmrdevelopers.com

ISO 9001: 2005/ OHSAS 1800: 2007 Certified Builder

Letter of Appointment

Dear Mr. Akshay M,

Welcome to CMR Developers

I am pleased to offer you employment in the position of Trainee Engineer with **CMR Developers**. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from **13th July 2021**.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of **Rs.15000/- (Fifteen Thousand Only)**, which indicates cost to the company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,

Restin Joseph
Managing Director
CMR Developers
Date: 12th July 2021





BALAPURAM, VAYATTUPARAMBA P.O., KANNUR –
670582

TEL: 0460 2247 555, 9744 47 55 55

restinjoseph@yahoo.com, www.cmrdevelopers.com

ISO 9001: 2005/ OHSAS 1800: 2007 Certified Builder

Letter of Appointment

Dear Mr. Alex Jose,

Welcome to CMR Developers

I am pleased to offer you employment in the position of Trainee Engineer with **CMR Developers**. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from **13th July 2021**.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of **Rs.15000/- (Fifteen Thousand Only)**, which indicates cost to the company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,

Restin Joseph
Managing Director
CMR Developers
Date: 12th July 2021



List of selected students by Amerigo. External Inbox x

Shaji P E <arathyshah@gmail.com>
 to me

Dear Justin Sir
 Good Evening and Greetings.

Finally we received the selection list as given below for your reference.

List of Selected Candidates

Sl.No	Name of student	Name of college	Mob;Number
1	Amal Lakshmanan K	Vimal Jyoti Engg College	9605301399
2	Arunima Mohanan	Vimal Jyoti Engg College	9495610120
3	Anusree T V	Vimal Jyoti Engg College	8304018415
4	Prithvish K V	College of Engineering Trikanpur	9048526350

Sorry for this much delay in completion of the processes.
 Good Regards.

Prof. Shaji P. E.
 +91 98950 72930



BALAPURAM, VAYATTUPARAMBA P.O., KANNUR –
670582

TEL: 0460 2247 555, 9744 47 55 55

restinjoseph@yahoo.com, www.cmrdevelopers.com

ISO 9001: 2005/ OHSAS 1800: 2007 Certified Builder

Letter of Appointment

Dear Mr. Amal George,

Welcome to CMR Developers

I am pleased to offer you employment in the position of Trainee Engineer with **CMR Developers**. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from **13th July 2021**.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of **Rs.15000/- (Fifteen Thousand Only)**, which indicates cost to the company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,

Restin Joseph
Managing Director
CMR Developers
Date: 12th July 2021





ORBIT ENGINEERING SERVICES

14-06-2021

WELCOME LETTER

Dear AMAL,

We take great pleasure in inviting you to be an integral part of ORBIT ENGINEERING SERVICES. We are enclosing your letter of appointment, along with other necessary information. Kindly sign the letter of appointment and have it returned to us at the earliest.

You are requested to join on the date mentioned at the following address.

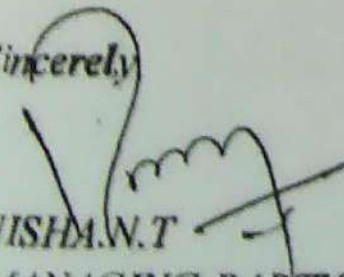
ORBIT ENGINEERING SERVICES
OOTY COTTAGE BUILDING
NARATH
KANNUR, KERALA

You are entitled for a consolidate pay of Rs.16500/- per month

In case you need any clarifications regarding your job, compensation, or any policy please contact: 'Pradeep Palakkol, orbitkannur2020@gmail.com

We look forward to you having a long and fruitful relationship with ORBIT ENGINEERING SERVICES.

Sincerely,


NISHANT
MANAGING PARTNER
ORBIT ENGINEERING SERVICES.





BALAPURAM, VAYATTUPARAMBA P.O., KANNUR –
670582

TEL: 0460 2247 555, 9744 47 55 55

restinjoseph@yahoo.com, www.cmrdevelopers.com

ISO 9001: 2005/ OHSAS 1800: 2007 Certified Builder

Letter of Appointment

Dear Mr. Amal George,

Welcome to CMR Developers

I am pleased to offer you employment in the position of Trainee Engineer with **CMR Developers**. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from **13th July 2021**.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of **Rs.15000/- (Fifteen Thousand Only)**, which indicates cost to the company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,

Restin Joseph
Managing Director
CMR Developers
Date: 12th July 2021



CRESCENT CONTRACTORS PVT. LTD.

DOOR NO.12/101H, VAZHAKKALA SOUTH,
KAKKANAD WEST P.O, KOCHI - 30, KERALA

SALARY SLIP

SALARY FOR APRIL'2022

NAME	Ms. AMRUTHA P V
SITE	PAYYA TALUK HOSPITAL
DESIGNATION	JR. ENGINEER
DATE OF JOINING	23.11.2021
BASIC	9200.00
DA & OTHER ALLOWANCE	0.00
HRA	0.00
TOTAL	9200.00
LEAVE DAYS	1.5
GROSS SALARY PAYABLE	8740.00
EXTRA PAYABLE	0.00
TOTAL PAYABLE	8740.00
PF	1049.00
ESI	66.00
TDS	0.00
PROFESSION TAX	0.00
MONTHLY ADVANCE	0.00
PERSONAL ADVANCE	0.00
TOTAL DEDUCTION	0.00
NET AMOUNT PAYABLE	1115.00
AMOUNT PAID	7625.00
ADVANCE(DEDUCTED/PAYABLE) NEXT MONTHLY	7625.00
	0.00

CE

April 17, 2021

Ms Anagha Divakaran
anaghadiva1999@gmail.com
Candidate Id:CN20210167

Dear Anagha Divakaran

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure			
Name	Ms. Anagha Divakaran	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



CE

Offer: Computer Consultancy
Ref: TCSL/DT20207276776/Trivandrum
Date: 09/01/2021

Ms. Anjali Prashand
'Prayag', Dra 49aDurga Road,
Pallikunnu,
Kannur-670004,
Kerala.
Tel# 91-9496947996

Dear Anjali Prashand,

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 &

TCS Confidential
TCSL/DT20207276776

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 9th Floor, Infopark, Kusunjeri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

1



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.

TCS Confidential
TCSL/DT20207276776

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Narimán Building, 9th Floor, Narimán Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

TCS Confidential
TCSL/DT20207276776

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building, 6th Floor, Infopark, Kuzumagiri PD., Kochi 682 030 India
Tel: 0-484-664 5000 Fax: 0484-664 5255 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



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

K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20207276776

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Anjali Prashand
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

TCS Confidential
TCSL/DT20207276776

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunnapin PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

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



BALAPURAM, VAYATTUPARAMBA P.O., KANNUR –
670582

TEL: 0460 2247 555, 9744 47 55 55

restinjoseph@yahoo.com, www.cmrdevelopers.com

ISO 9001: 2005/ OHSAS 1800: 2007 Certified Builder

Letter of Appointment

Dear Ms. Anjana Krishnan,

Welcome to CMR Developers

I am pleased to offer you employment in the position of Trainee Engineer with **CMR Developers**. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from **13th July 2021**.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of **Rs.15000/- (Fifteen Thousand Only)**, which indicates cost to the company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,

Restin Joseph
Managing Director
CMR Developers
Date: 12th July 2021





ORBIT ENGINEERING SERVICES

14-06-2021

WELCOME LETTER

Dear ASWIN,

We take great pleasure in inviting you to be an integral part of ORBIT ENGINEERING SERVICES. We are enclosing your letter of appointment, along with other necessary information. Kindly sign the letter of appointment and have it returned to us at the earliest. You are requested to join on the date mentioned at the following address.

ORBIT ENGINEERING SERVICES
OOTY COTTAGE BUILDING
NARATH
KANNUR, KERALA

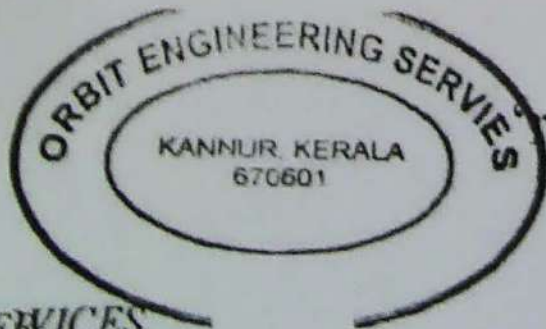
You are entitled for a consolidate pay of Rs.16500/- per month

In case you need any clarifications regarding your job, compensation, or any policy please contact: 'Pradeep Palakkol, orbitkannur2020@gmail.com

We look forward to you having a long and fruitful relationship with ORBIT ENGINEERING SERVICES.

Sincerely,

NISHA.N.T
MANAGING PARTNER
ORBIT ENGINEERING SERVICES.





BALAPURAM, VAYATTUPARAMBA P.O., KANNUR –
670582

TEL: 0460 2247 555, 9744 47 55 55

restinjoseph@yahoo.com, www.cmrdevelopers.com

ISO 9001: 2005/ OHSAS 1800: 2007 Certified Builder

Letter of Appointment

Dear Mr. S Hari Shankar,

Welcome to CMR Developers

I am pleased to offer you employment in the position of Trainee Engineer with **CMR Developers**. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from **13th July 2021**.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of **Rs.15000/- (Fifteen Thousand Only)**, which indicates cost to the company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 months. This contract of employment is terminable by either party by giving a notice period of 30 days.

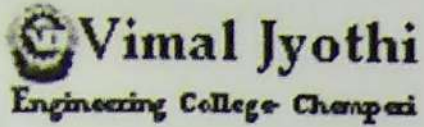
Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,

Restin Joseph
Managing Director
CMR Developers
Date: 12th July 2021





Placement Cell Vjec <tpc@vjec.ac.in>

Request for Offer Letter Copy - CRESCENT Contractors

5 messages

TPO VJEC <tpc@vjec.ac.in>

16 February 2022 at 11:59

To: Nimisha T V <nimishatv99@gmail.com>

Dear Nimisha,

Greetings from Training and Placement Cell !!!

As per our records, you have received a job offer from **Crescent Contractors**. However, the copy of the offer letter is not available at Placement Cell. We are now updating the files in view of the NBA Accreditation visit.

Could you please send a scan copy at the earliest?

Thank you.

Regards,

--
Justine M Augustine

Training & Placement Officer

Vimal Jyothi Engineering College, Chemperi

Kannur, Kerala -670632

Email: tpc@vjec.ac.in

Office: 0460-2212240 Ext:126

Mobile: 9946943094

Nimisha T V <nimishatv99@gmail.com>

19 February 2022 at 16:42

To: TPO VJEC <tpc@vjec.ac.in>

Sir,

Here offer letter is not provided for trainees.

Please let me know if any other alternative document can be given.

Thanking you

Nimisha T V

[Quoted text hidden]

TPO VJEC <tpc@vjec.ac.in>

21 February 2022 at 09:02

To: Nimisha T V <nimishatv99@gmail.com>

No worries, Nimisha. Thanks for your reply.

Please share a pay slip, if available. If not, you may ignore this request.

Regards,

--
Justine M Augustine

Training & Placement Officer

Vimal Jyothi Engineering College, Chemperi

Kannur, Kerala -670632

Email: tpc@vjec.ac.in

Office: 0460-2212240 Ext:126

CRESCENT CONTRACTORS PVT. LTD.

DOOR NO.12/101H, VAZHAKKALA SOUTH,
KAKKANAD WEST P.O, KOCHI - 30, KERALA

SALARY SLIP

SALARY FOR APRIL'2022

NAME	Ms. NIMISHA T V
SITE	PAYYA TALUK HOSPITAL
DESIGNATION	JR. ENGINEER
DATE OF JOINING	23.11.2021
BASIC	9200.00
DA & OTHER ALLOWANCE	0.00
HRA	0.00
TOTAL	9200.00
LEAVE DAYS	1.5
GROSS SALARY PAYABLE	8740.00
EXTRA PAYABLE	0.00
TOTAL PAYABLE	8740.00
PF	1049.00
ESI	66.00
TDS	0.00
PROFESSION TAX	0.00
MONTHLY ADVANCE	0.00
PERSONAL ADVANCE	0.00
TOTAL DEDUCTION	1115.00
NET AMOUNT PAYABLE	7625.00
AMOUNT PAID	7625.00
ADVANCE (DEDUCTED/PAYABLE) NEXT MONTH	0.00

CE



ORBIT ENGINEERING SERVICES

14-06-2021

WELCOME LETTER

Dear SAYANTH,

We take great pleasure in inviting you to be an integral part of ORBIT ENGINEERING SERVICES. We are enclosing your letter of appointment, along with other necessary information. Kindly sign the letter of appointment and have it returned to us at the earliest.

You are requested to join on the date mentioned at the following address.

ORBIT ENGINEERING SERVICES
OOTY COTTAGE BUILDING
NARATH
KANNUR, KERALA

You are entitled for a consolidate pay of Rs.16500/- per month

In case you need any clarifications regarding your job, compensation, or any policy please contact: 'Pradeep Palakkol, orbitkannur2020@gmail.com

We look forward to you having a long and fruitful relationship with ORBIT ENGINEERING SERVICES.

Sincerely,


NISHA.W.T
MANAGING PARTNER
ORBIT ENGINEERING SERVICES.





BALAPURAM, VAYATTUPARAMBA P.O., KANNUR –
670582

TEL: 0460 2247 555, 9744 47 55 55

restinjoseph@yahoo.com, www.cmrdevelopers.com

ISO 9001: 2005/ OHSAS 1800: 2007 Certified Builder

Letter of Appointment

Dear Ms. Sheethal Prakash,

Welcome to CMR Developers

I am pleased to offer you employment in the position of Trainee Engineer with **CMR Developers**. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from **13th July 2021**.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of **Rs.15000/- (Fifteen Thousand Only)**, which indicates cost to the company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,

Restin Joseph
Managing Director
CMR Developers
Date: 12th July 2021



CE



ORBIT ENGINEERING SERVICES

14-06-2021

WELCOME LETTER

Dear SIDHARTH,

We take great pleasure in inviting you to be an integral part of ORBIT ENGINEERING SERVICES. We are enclosing your letter of appointment, along with other necessary information. Kindly sign the letter of appointment and have it returned to us at the earliest. You are requested to join on the date mentioned at the following address.

ORBIT ENGINEERING SERVICES
OOTY COTTAGE BUILDING
NARATH
KANNUR, KERALA

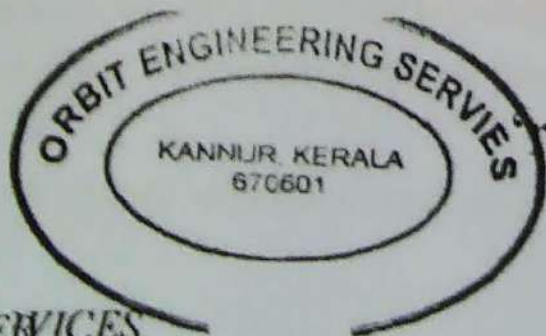
You are entitled for a consolidate pay of Rs.16500/- per month

In case you need any clarifications regarding your job, compensation, or any policy please contact: 'Pradeep Palakkol, orbitkannur2020@gmail.com

We look forward to you having a long and fruitful relationship with ORBIT ENGINEERING SERVICES.

Sincerely,


NISHMA.W.T
MANAGING PARTNER
ORBIT ENGINEERING SERVICES.



CE

April 17, 2021

Ms Sivapriya P V

sivapriyanambiar5@gmail.com

Candidate Id:CN20210170

Dear **Sivapriya P V**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

our supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

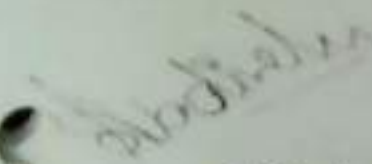
Annexure I: Annual Compensation Structure			
Name	Ms. Sivapriya P V	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

CE

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear Sona Tom,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of **“Software Trainee”** and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Sona Tom**

Designation: **"Software Trainee"**



Near New Bus stand,
Kannur, Kerala - 670001

0497 276 4567
(+91) 8129234567

Email: builderslakshya@gmail.com

22nd December 2021

Mr. Akshay M V
Sunila Nivas,
Paramba (PO),
Kasargod, PIN 671534

Dear Mr. Akshay M V,

We are pleased to offer you employment at **Lakshya Builders**. We feel that your skills and background will be valuable assets to our team.

Per our discussion, the position is **Trainee – Business Development**. Your starting date will be **26th May 2022**. You will be on contract for 6 months. We will renew your contract on completion or absorb you as a permanent employee depends on your performance. During the contract period you will be entitled to receive a consolidated pay of **Rs.12500/-** (Twelve Thousand Five Hundred Rupees Only)

If you choose to accept this offer, please sign on this letter and return it to us.

We look forward to welcoming you as a new employee at **Lakshya Builders**.

Sincerely,

Shijay Mohan

Mr. Shijay Mohan
(Managing Director)

www.lakshyabuilders.com



Near New Bus stand,
Kannur, Kerala - 670001

0497 276 4567
(+91) 8129234567

Email: builderslakshya@gmail.com

22nd December 2021

Ms. Aysha Afrouz P
Shafia Manzil,
Kooveri (PO),
Kannur, PIN 670581

Dear Ms. Aysha Afrouz P,

We are pleased to offer you employment at **Lakshya Builders**. We feel that your skills and background will be valuable assets to our team.

Per our discussion, the position is **Trainee – Business Development**. Your starting date will be **26th May 2022**. You will be on contract for 6 months. We will renew your contract on completion or absorb you as a permanent employee depends on your performance. During the contract period you will be entitled to receive a consolidated pay of **Rs.12500/-** (Twelve Thousand Five Hundred Rupees Only)

If you choose to accept this offer, please sign on this letter and return it to us.

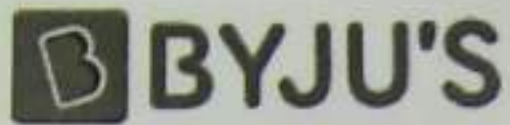
We look forward to welcoming you as a new employee at **Lakshya Builders**.

Sincerely,

Shijay Mohan

Mr. Shijay Mohan
(Managing Director)

www.lakshyabuilders.com



OFFER LETTER

Ms. Anjitha E

Date: May 27, 2022

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education. We are pleased to offer you the position of Associate - Sales Operations

Offer Details:

Designation: Associate - Sales Operations
Department: Sales Operations (51000014)
Sub Department: Sales Operations
Employment Type: Regular
Date of Joining: October 22, 2022
Role Location: IBC Knowledge Park, Bangalore
CTC per Annum: 350000

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Thursday, October 22, 2022 failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorised signature.

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Employee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company.

All Think & Learn Pvt. Ltd., employees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Degree Certificate
5. Resume
6. BYJU'S Offer Letter

April 17, 2021

Mr Rinil A

rinil007@gmail.com

Candidate Id:CN20210183

Dear Rinil A

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

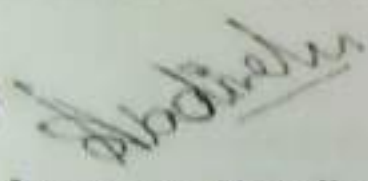
Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure			
Name	Mr. Rinil A	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

QSpiders Campus Connect-Incubation Final Selects 2021 Batch

Devika Rani <devikarani.l@qspiders.com>

28 May 2021 at 16:02

To: principal@vjec.ac.in, tpc@vjec.ac.in

Cc: varshavinodkk98@gmail.com, nishavarsha2728@gmail.com, shabreena486@gmail.com, meghamahesh99@gmail.com, anaghapremaraj17@gmail.com, angelanto111@gmail.com, neubinsebastian01@gmail.com, jismathew2017@gmail.com, amithkantj00@gmail.com, keerthanavinod02@gmail.com, nirmalzechariah@gmail.com, amaljithpknam1@gmail.com, vimalp1020@gmail.com, anusreepradeep005@gmail.com, devikanarayanan11@gmail.com, akshaymanoj04@gmail.com, 7adarshhareendran@gmail.com

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch.

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

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

We would courier the Hard copy of offer letter to college directly.


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

Regards

Devika

9513684738

Qspiders Campus Connect Team.

 **Kerela Vimal Sel 2021.xlsx**
11K

Candidate Name	Mobile Number
varsha k k	7558879739
Shabreena M	8606380389
Megha Mahesh	9589331481
Anagha Premaraj	9496145558
Angel Anto	8078335597
Neubin Sebastian	9495402301
Jis Mathew	9447633851
Amith Kanth P V	8547883191
Keerthana Vinod	7594946428
NIRMAL ZECHARIAH SAMUEL	8078344035
Amaljith P K	9544577012
Vimal P	9496621438
ANUSREE K	9207528624
Devika K	8078448628
Akshay M	8078459649
Adarsh Hareendran	7356493615

OSpiders Campus Connect- Incubation Final Selects 2021 batch

Back Archive Spam Delete Mark as unread Snooze Add to tasks Move to Inbox Labels

OSpiders Campus Connect- Incubation Final Selects 2021 Batch

External Recruitments x

Devika Rani -devikarani@ospiders.com
to principal, ms. varshavindrak98, nishavansha2728, shabreena486, meghanamohesh99, aneghapremaraj17, angelantio111, neubhusebastian01, jamathew2017, amithabani00, keerttharavink

Fri 29 May 2021, 16:02

Hello Sir/Mam,
We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch
We heartily congratulate students for getting placed & we officially welcome all to OSpiders.
Attached List with Green Highlighted are the selected & Please communicate the same with students & we will post you the date of Joining ASAP
We would courier the Hard copy of offer letter to college directly.
For Selected students anything in further information or Query contact-9513684738/7619163087

Regards
Devika
9513684738
OSpiders Campus Connect Team

Kerela Vimal Sel 2021.xlsx
Completed — 10.3 KB

Show all downloads

Labels

Database
Follow up
Important Mails
Internships

Labels +

Labels Database Follow up Important Mails Internships

TPO VJEC <tpc@vjec.ac.in>

Sat, 29 May 2021, 05:39

76°F Cloudy

ENG IN

24-09-2022

Candidate Name	Mobile Number
varsha k k	7558879739
Shabreena M	8606380389
Megha Mahesh	9589331481
Anagha Premaraj	9496145558
Angel Anto	8078335597
Neubin Sebastian	9495402301
Jis Mathew	9447633851
Amith Kanth P V	8547883191
Keerthana K K	8848988299
NIRMAL ZECHARIAH SAMUEL	8078344035
Amaljith P K	9544577012
Vimal P	9496621438
ANUSREE K	9207528624
Devika K	8078448628
Akshay M	8078459649
Adarsh Hareendran	7356493615

Offer: Computer Consultancy
Ref: TCSL/DT20207162438/Trivandrum
Date: 09/01/2021

Mr. Vyshakh Gireesh
Gireesh Nivas Olavilam Post,
Near Mattiparamba Juma Masjid,
Kannur-673313,
Kerala.
Tel# -

Dear Vyshakh Gireesh,

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 &

TCS Confidential
TCSL/DT20207162438

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

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

Withdrawal of Offer

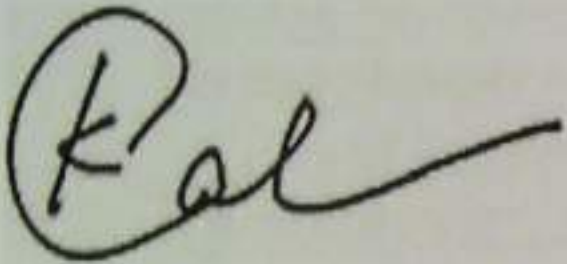
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



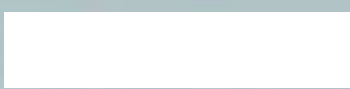
K Ganesan
Global Head Talent Acquisition & AIP



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

TCS Confidential
TCSL/DT20207162438

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Vismaya Building 6th Floor, Infopark, Kusumagiri PD., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Name	Vyshakh Gireesh
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

Offer: Computer Consultancy

Ref: TCSL/DT20207165811/Trivandrum

Date: 10/03/2021

Mr. Rohith Sreenivasan
37/1080a,"Keerthana",PomathKaruvissery,
Karaparamba,
Kozhikode-673010,
Kerala.
Tel# 91-9495601333

Dear Rohith Sreenivasan,

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 &

TCS Confidential
TCSL/DT20207165811

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunagirip O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office Nirral Building, 9th Floor, Nariman Point, Mumbai 400 021

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

Withdrawal of Offer

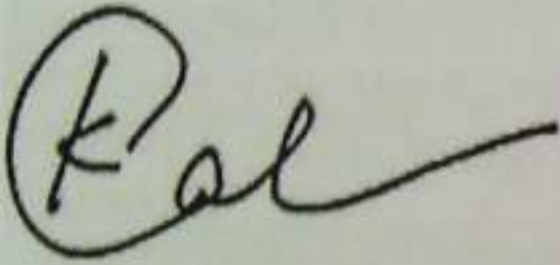
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20207165811

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office Nirral Building, 9th Floor, Nariman Point, Mumbai 400 021

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

GROSS SALARY SHEET

Annexure 1

Name	Rohith Sreenivasan
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

TCS Confidential
TCSL/DT20207165811

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunniyil PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office Nariman Point, Mumbai-400 021

TCS Careers Service Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20206690997/Trivandrum
Date: 09/01/2021

Mr. Sanjay Prakash
Cc27Chinmaya Colony,
Vidyanagar(Po), Kasaragod,
Kasaragod-671123,
Kerala.
Tel# 91-7025155057

Dear Sanjay Prakash,

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 &

TCS Confidential
TCSL/DT20206690997

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visnaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

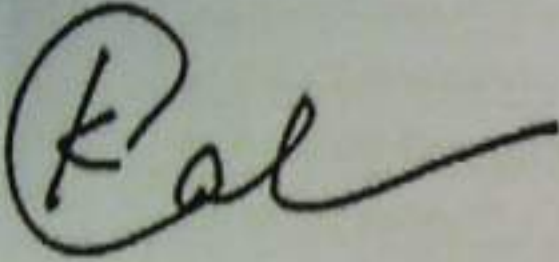
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206690997

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjeri PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office Nirmaal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3311 Email: careers@tcs.com

GROSS SALARY SHEET

Annexure 1

Name	Sanjay Prakash
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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



Offer: Computer Consultancy
Ref: TCSL/DT20207272277/Ahmedabad
Date: 20/12/2021

Mr. Abhinand Jayaraj
Devinandanam Pallippoyil,
Mowanchery,
Kannur-670613,
Kerala.
Tel# 91-7907862428

Dear Abhinand Jayaraj,

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.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20207272277

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, [Redacted] Road, Gandhinagar 382 009 India
Tel: 91 79 6671 2600 [Redacted] 501 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

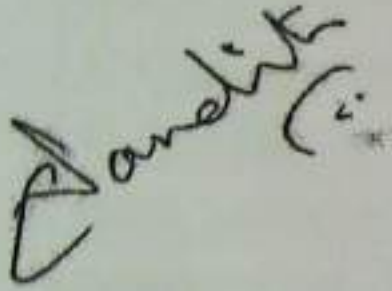
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

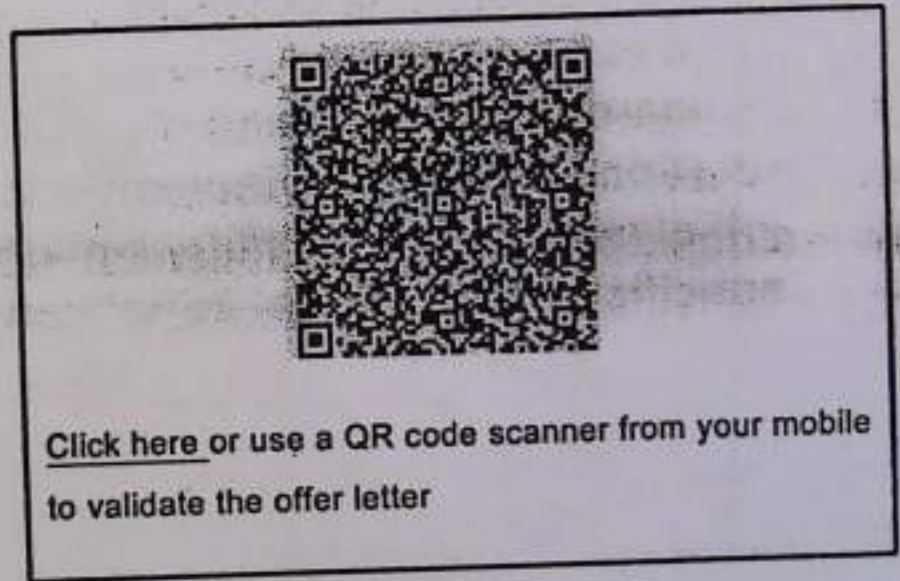
We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

GROSS SALARY SHEET

Annexure 1

Name	Abhinand Jayaraj
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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

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 / Xperience Program.

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

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

Offer: Computer Consultancy
Ref: TCSL/DT20229840577/Delhi
Date: 16/02/2022

Mr. Vignesh K M
Vignesh NivasMacheri,
Mowanchery,
Kannur-670613,
Kerala.
Tel# -

Dear Vignesh K M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be 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.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20229840577

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

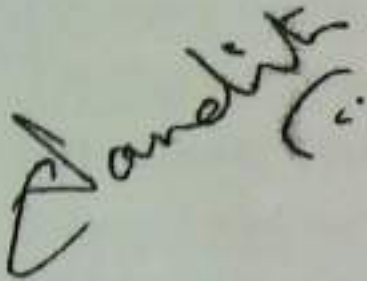
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20229840577

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Bldg, Nariman Point, Mumbai 400 021

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

Name	Vignesh K M
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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

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 / Xperience Program.

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

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

TCS Confidential

TCSL/DT20229840577

13

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

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

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

Careers Serviceline: 1800 209 3111 Email: careers@tcs.com
 Website: www.tcs.com
 Nariman Point, Mumbai 400 021

Offer: Computer Consultancy
Ref: TCSL/DT20229705504/Lucknow
Date: 03/02/2022

Mr. V Advait
Advaitam, Mangattidam Po, Kuthuparamba,
Kuthuparamba,
Kannur-670643,
Kerala.
Tel# -

Dear V Advait,

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.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential
TCSL/DT20229705504

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1/1, Vibhuti Khanda, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 1002 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

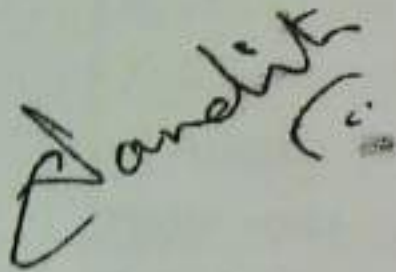
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

GROSS SALARY SHEET

Annexure 1

Name	V Advait
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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

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 / Xperience Program.

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

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

Offer: Computer Consultancy
Ref: TCSL/DT20195465239/Trivandrum
Date: 09/01/2021

Mr. Rohith P R
Chandrakantham (H), Paravanthatta, Korom (Po), Payyanur,
Near Udaya Volleyball Court,
Payyanur-670307,
Kerala.
Tel# 91-9633838765

Dear Rohith P R,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be 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 &

TCS Confidential
TCSL/DT20195465239

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, P. J. Jeevanandam Road, P. J. Jeevanandam Road, Kochi 682 030 India
Tel: 0484 664 5000
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



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

K Ganesan
Global Head Talent Acquisition & AIP



Click here or use a QR code scanner from your mobile to validate the offer letter

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

TCS Confidential
TCSL/DT20195465239

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Vismaya Building 6th Floor, [Redacted], Kari PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

GROSS SALARY SHEET

Annexure 1

Name	Rohith P R
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

TCS Confidential
TCSL/DT20195465239

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, [Redacted] PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: [Redacted] website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

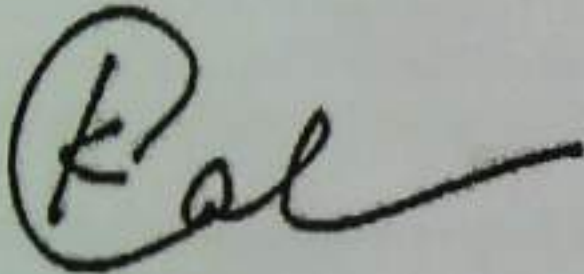
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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



K Ganesan
Global Head Talent Acquisition & AIP



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

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

Mr. Amalesh Kumar V
Vadi House
Puzhathi Theru
Kannur-670011
India

Ph: +91-8136940480

Dear Amalesh,

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
VP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com> / authenticity Unknown
Digitally signed by Richard Lobo
Date: 2021.12.24 20:32:34 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

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Amalesh Kumar V		
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

December 9, 2021

HRD/3T/1002127403/21-22

Mr. Rohith P R
Chandrakantham (H)
Paravanthatta, (PO) Korom
Payyannur-670307
India

Ph: +91-8301094259

Dear Rohith,

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

Certification signature by Richard Lobo
richard_lobo@infosys.com Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.12.09 18:06:20 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Rohith P R		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,400
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
MONTHLY GROSS SALARY			22,320
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)			15,000
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

U ■
S T

UST/19409811/378454
22/12/2021

Amitha Thomas
Trivandrum

Sub: Letter of Offer

Dear Amitha,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 27/12/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 27/12/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

U .
S T

If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 27/12/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited



Vinesh George
Group Manager HR

Accepted

Amitha, Thomas

Execution by the Employee:

I, Amitha Thomas, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

U .
S T

UST/31658587/H8254672
16/09/2021

ATHUL SUJITH
Bangalore

Sub: Letter of Offer

Dear ,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Tester I - Semiconductor Product Validation", T1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.300,000.00/- (Rupees Three Lakh) per annum. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 06/12/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 06/12/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

U .
S T

automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 16/09/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

, ATHUL SUJITH

Execution by the Employee:

I, ATHUL SUJITH, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

ARATHI KRISHNA
Trivandrum

Sub: Letter of Offer

Dear ARATHI,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 23/11/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 23/11/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

U .
S T

If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 23/11/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

ARATHI, KRISHNA

Execution by the Employee:

I, ARATHI KRISHNA, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

ARATHI KRISHNA

103.154.54.123

Date

2021-11-17T10:48:58.683+00:00

Encl : Annexure 1
Annexure 2

U .
S T

Annexure 1 (A)

Name: ARATHI KRISHNA,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,312.50	99,750.00
House Rent Allowance	3,325.00	39,900.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,662.50	19,950.00
Other Allowance	11,992.71	143,912.50
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	415.62	4,987.50
Variable Pay		17,500.00
Cost to the Company (CTC)		350,000.00

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

U ■
S T

MAHIMA K V
Trivandrum

UST/74865017/7371007
18/10/2021

Dear MAHIMA,

Sub: Letter of Offer

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 26/10/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 26/10/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

U .
S T

If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 26/10/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited



Vinesh George
Group Manager HR

Accepted

MAHIMA, K V

Execution by the Employee:

I, MAHIMA K V, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

U .
S T

Annexure 1 (A)

Name: MAHIMA K V,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,312.50	99,750.00
House Rent Allowance	3,325.00	39,900.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,662.50	19,950.00
Other Allowance	11,992.71	143,912.50
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	415.62	4,987.50
Variable Pay		17,500.00
Cost to the Company (CTC)		350,000.00

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

U ■
S T

UST/74865017/7371007
18/10/2021

MAHIMA K V
Trivandrum

Sub: Letter of Offer

Dear MAHIMA,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 26/10/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 26/10/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

U .
S T

Annexure 1 (A)

Name: MAHIMA K V,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,312.50	99,750.00
House Rent Allowance	3,325.00	39,900.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,662.50	19,950.00
Other Allowance	11,992.71	143,912.50
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	415.62	4,987.50
Variable Pay		17,500.00
Cost to the Company (CTC)		350,000.00

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

ECE
U .
S T

UST/43593736/7397781
13/09/2021

AMEYA M V
Bangalore

Sub: Letter of Offer

Dear AMEYA,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Tester I - Semiconductor Product Validation", T1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.300,000.00/- (Rupees Three Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 16/09/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 16/09/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

U ■
S T

automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 16/09/2021.
If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining.
This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

AMEYA, M V

Execution by the Employee:

I, AMEYA M V, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

ECE
U -
S T

UST/43593736/7717729
13/09/2021

SHWETHA SHANKUNNI
Bangalore

Sub: Letter of Offer

Dear SHWETHA,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Tester I - Semiconductor Product Validation", T1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.300,000.00/- (Rupees Three Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 16/09/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 16/09/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

U -
S T

automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 16/09/2021.
If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining.
This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

SHWETHA, SHANKUNNI

Execution by the Employee:

I, SHWETHA SHANKUNNI, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

September 2, 2021

Fathimathul Moideen
Heslin Manzil, Nalampeedika
P.O. Kolachery
Kannur, India 670601

Dear Fathimathul:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Technical Support Engineer I at Bangalore, India - North Gate in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 5,00,000.

Additionally, you are eligible for a Night Shift Allowance of Rs. 500/per night shift worked as scheduled by Cerner due to business requirements. Any allowance provided will be taxed per the Indian Tax regulations. Cerner reserves the right to amend or change the Night Shift Allowance at any time and without prior written notice or consent.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 5,78,296 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

EMPLOYMENT BONUS

Additionally, to assist you with your transition, Cerner has agreed to provide you with a Rs. 20,000 employment bonus to be paid to you within 60 days of your first day of employment with Cerner.

By accepting this offer of employment you understand and agree that if you voluntarily resign or if you are terminated for cause within one year of your hire date, this employment bonus is recoverable on a 12-month prorated basis.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to

disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by September 6, 2021. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by September 3, 2021, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,



Nazia Hashmi
Senior Talent Acquisition Partner

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Fathimathul Moldeen

Today's Date: _____

ECE



September 28, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Preethika B Dev

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





September 28, 2021

IBM India Private Limited

Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.

Tel : 91-80-49139999

<http://www-07.ibm.com/in/careers/>

Dear Preethika B Dev

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e October 18, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &



IBM CONFIDENTIAL

ANNEXURE A

DATE	September 28, 2021		
NAME	Preethika B Dev	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



30-Aug-2021

Dear Hrishika C,
B.Tech, Electronics & Communication Engineering
Vimal Jyothi Engineering College, Kannur

Candidate ID – 17786013

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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 note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

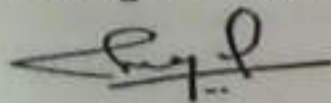
3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Hrishika C

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



30-Aug-2021

Dear Abhishek TK,
B.Tech, Electronics & Communication Engineering
Vimal Jyothi Engineering College, Kannur

Candidate ID – 17785837

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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 note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester at [redacted] building until you join Cognizant. This forms a critical part of your employment with [redacted] boarding with Cognizant would be prior

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

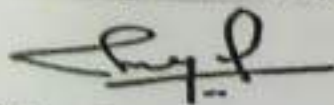
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Abhishek TK

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



30-Aug-2021

Dear Chaithanya PV,
B.Tech, Electronics & Communication Engineering
Vimal Jyothi Engineering College, Kannur

Candidate ID – 17785411

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs. 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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 note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with [redacted] boarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

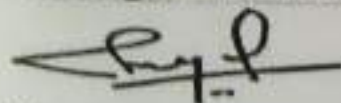
3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Chaithanya PV

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:02-Aug-2021

Neubin Sebastian
C9844652

Vallyaveettil H Erayikkolli Nedumpoyil post Kannur Dist Kerala Pin:670650

9495402301

Dear Neubin Sebastian,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

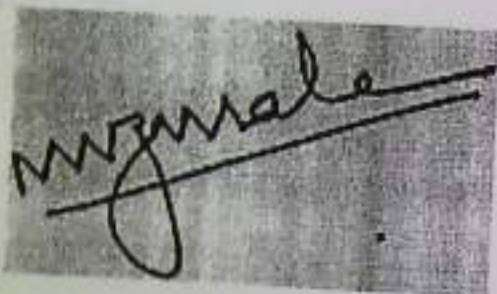
Reference Id: e46319e6-5103-4624-b000-7000747-116a_1
Signed By: Mahesh Vasudeo Zurale

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:18-Aug-2021

Vimal Praveenalam
C9918594

MADHUVEENA, Behind Keerthi Mudra Theatre, Vadakara, Vadakara PO, Kozhikode, Kerala
9496621438

Dear Vimal Praveenalam,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: bb302c29-9683-4d96-9c68-2cd34354dc6a_1
Signed By: Mahesh Vasudeo Zurale

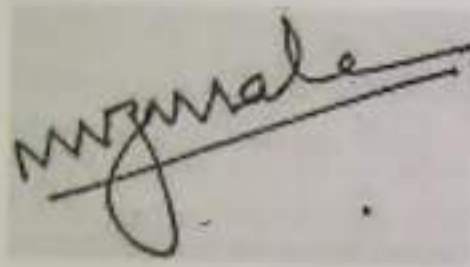
After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

ECE

accenture

**Accelerate
the career of
your dreams**



To,

Name : Preethika B Dev

Subject: Important information post your clearance of the interview process during the Campus Visit

Dear Preethika B Dev,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

ECE

HRD/3T/1002127898/21-22

Ms. Preethika B Dev
Bhagavathiparambil House
Mandalam P O, Naduvil via
Taliparamba-670582
India

Ph: +91-9496112339

Dear Preethika,

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

Certification signature by Richard Lobo
-richard_lobo@infosys.com Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.10.09 19:26:43 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Preethika B Dev
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				

ECE



APPOINTMENT LETTER

June 12, 2021

Dear PREETHIKA B DEV,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

I PREETHIKA B DEV, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: PREETHIKA B DEV

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV

ECB

SUN/HRD/2021
26.07.2021

ARYA T P

Thuruthippalli house, (po) Kanayi,
Kanayi Mukkoodu, Payyanur, Kannur,
Kerala - 670307

Dear ARYA T P,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer (Band - A)** with effect from **28th July 2021** in our Company, based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

Your base location of posting will be **Trivandrum**. However, your work location can be any other location, including Work from Home arrangement or other co-location place as may be mutually beneficial. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.

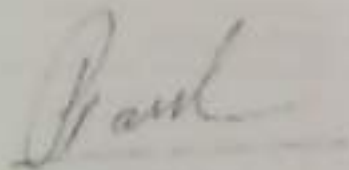
Registered Office: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Muddala,
Kowdiar PO, Trivandrum - 695003, Kerala, India. CIN: U72900TN2020PTC133818

SEZ: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

- h) You warrant that as of the date of this Letter of Appointment, you are not under any obligation, restriction or duty, whether express or implied, to any third party (including interacting with clients and potential clients of the Company) which might or will adversely affect your ability to enter into this Letter of Appointment or which might or will prevent or restrict you, partly or wholly, from performing your duties as may be specified by your Reporting Authority from time to time.
- i) You agree to indemnify Company against any and all claims, actions, loss or damages sustained by Company as a consequence of your breaching any restrictions which you are or may be bound by/towards your previous employer/s. Any violation of this requirement will result in corrective action, up to and potentially including termination of employment.
- j) By accepting this employment you confirm that you are able to accept this job and carry out the work that it would involve (including interacting with clients and potential clients of the Company) without breaching any legal restrictions on your activities, such as restrictions imposed by a current or former employer.
- k) This Letter of Appointment shall be governed and construed in all respects in accordance with the laws of Republic of India.
- l) In case any dispute arises relating to this Letter of Appointment or any of the terms contained herein, the dispute shall be referred to and settled by Arbitration by a sole arbitrator to be nominated/appointed by the Company in consultation with you. The parties shall not approach any court of law till such arbitration has concluded. The Arbitration proceedings shall be in accordance with the Indian Arbitration and conciliation Act, 1996. The venue of Arbitration proceedings shall be Trivandrum. However, the Company shall be entitled to approach Courts of law, in relation to any breach, threatened breach or anticipated breach of Intellectual Property Rights.
- m) The parties hereby agree to submit to the exclusive jurisdiction of the courts in Trivandrum, India, for initiating any legal action for enforcing any terms and conditions of this Letter of Appointment.
- n) If any of the clauses or sub clauses of this Letter of Appointment become invalid or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.
- o) If you agree to accept this Letter of Appointment on the above terms and conditions, sign and return the counterpart of this Letter of Appointment enclosed herewith duly signed on all pages.

Yours truly

for SunTec Digital Solutions Private Limited



Prakash P Nair
Head – Human Resources

Acceptance of the appointment letter

I have read and understood the terms and conditions of the above Letter of Appointment and I unconditionally accept the same without any reservations whatsoever.

Signature
Name: ARYA T P
Date:

Regional Office 022 SunTec Digital Solutions Private Limited, 2nd Floor, Hill Road, New IT
New IT Town - Karamana IT City, Trivandrum, Kanya Ganesh Sagar (DMR), Chennai, TN 600113 IN

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2398 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

Annexure

Name **ARYA T P**
 Band **A**
 Designation **Associate Software Engineer**

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	204000	Paid monthly
House Rent Allowance	81600	Paid monthly
Other Allowances	12829	Paid monthly
Leave Travel Allowance	17000	Paid monthly
Medical Reimbursement	5000	Paid monthly
Transportation	18000	Paid monthly
Internet & Mobile Reimbursement	12000	Paid Monthly
Food & Refreshments	9600	Paid monthly (through Food card)
Medical Insurance	5679	Paid directly by company
Provident Fund*	24480	Employer's contribution
Provision for Gratuity**	9812	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (PLB/TPLB)***	50000	
Total Earning Potential	450000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential, and should not be shared with anybody within or outside SunTec.

*Additionally you are eligible for Group Medical Insurance/Personal Accident Insurance and Term Life Insurance Cover as applicable to your work level in line with the company HR policy

**You will be entitled to Gratuity settlement as per the Act once you complete 4 years 240 days of continuous service with SunTec.

Training Performance Linked Bonus/PLB***

TPLB/PLB will be calculated in a prorated basis on successful completion of training, and will be paid after 6 months from the date of the joining on the basis of training score.

Medical Insurance: A floater cover of Rs. 300,000/- for self, spouse and up to 3 dependent children

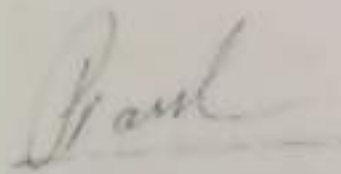
- a) You have the option to cover your parents and parents-in-law at SunTec negotiated rates. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
- b) For all admissible claims under the Medical Insurance plans detailed above, you will be required to contribute 15% of each claim as co-payment.

Personal Accident Insurance: A graded cover of Rs. 25,00,000/- for self. This will also cover permanent total disability, permanent partial disability and temporary total disability apart from accidental death. A weekly benefit of Rs 10,000/- for up to 52 weeks during leave without pay, for temporary total disability due to any accident.

EDLI: A flat term life insurance cover of Rs. 7,00,000/- for self.

Life Insurance: A graded cover of Rs. 10,00,000/- for self. The scope of the cover is worldwide. This is over and above the EDLI.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.



Prakash P Nair
Head – Human Resources

Registered Office: SEZ 1 - SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module, Navika Tower, Sampalangi IT City, Technocity, Trivandrum - 695003, Kerala, India. CIN: U72900TN2020PTC133818

SEZ 2: SunTec Digital Solutions Private Limited, # Block No 8, Plot No.18, Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

ECE

SunTec®

SUN/HRD/2021
14.06.2021

Megha Mahesh
Sreenilayam, Mangad,
Kalliasseril(PO), Kannur
Kerala- 670562

Dear Megha Mahesh,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer (Band - A)** with effect from **23.06.2021** in our Company, based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

Your base location of posting will be **Trivandrum**. However, your work location can be any other location, including Work from Home arrangement or other co-location place as may be mutually beneficial. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.

Regional Office SEZ 1: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Mile, Malappuram,
Newville Tower, Kalamassery IT Park, Trivandrum, Kerala. Contact: 0471-2548111, Kerala, TN 680113-04

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/235B (11), Vikramaparam Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CN: 0729007N2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

- b) Your employment will be governed by, and you are bound to abide by, the decisions, directives, rules and regulations of the Company, which may be notified from time to time. You are expected to devote your entire working time, energy, and attention exclusively to the work of the Company, and you should not take up any other direct or indirect business or work, honorary or otherwise, while in employment with the Company, unless so permitted in writing by the Company.
- c) You shall diligently, faithfully and to the best of your ability serve the Company, use your best endeavor to promote the interests of the Company and perform all duties that may be entrusted to you from time to time. For the performance of all such duties, you shall use all the knowledge, skill and experience which you possess, to the entire satisfaction of the Company and work extra hours if the job so requires.
- d) You will abide by the service rules and regulations of the Company that are in force and which will be introduced from time to time.
- e) You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company. For this purpose, you shall be required to enter into such agreements as may be required by the Company from time to time to protect the interests of the Company. All expenses including, flight tickets, hotel accommodation etc. that may be incurred in connection with such official travel shall be borne by the Company. You must have a valid passport while joining the Company and a copy of the passport must be deposited with the Company. Company will take responsibility for arranging travel visas and other formalities.
- f) The service conditions mentioned in this Letter of Appointment such as appointment, confirmation, increment, transfers, etc., are not subject to any amendments unless communicated by the authorized officer nominated by the Company for this purpose.
- g) You will perform all such jobs as may be assigned to you from time to time by your reporting authority, whose name will be intimated to you from time to time.
- h) You will implement and act in accordance with the Company's information security policies.
- i) You will not seek membership of any local public body without first obtaining specific permission from the Company.
- j) You will be required to enter into a Confidentiality Agreement with the Company, to ensure that confidential information of the Company is kept confidential by you.
- k) In addition to verbal/ written instructions / office orders, you will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company and as indicated by the Company from time to time.
- l) You shall be responsible for the safe keeping of all Company property that is being used by you or left in your custody or charge and shall upon the request of the Company or termination of your service, whichever is earlier, deliver to the Company all the properties of the Company, in your custody or possession
- m) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not:
 - i. directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company; or
 - ii. directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member or office bearer, directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.

5. Intellectual Property Rights:

All intellectual properties rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to, documents, computer software and databases or papers, of any type (including all improvements) conceived / created

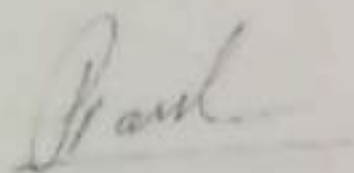
Legal Office: SEZ 1: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module,
Nivulite Tower, Nanamangalam IT City, Trivandrum, Pappanambal Salai (DMR), Cherappuzha, TN 600113 IN.

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
GIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

- h) You warrant that as of the date of this Letter of Appointment, you are not under any obligation, restriction or duty, whether express or implied, to any third party (including interacting with clients and potential clients of the Company) which might or will adversely affect your ability to enter into this Letter of Appointment or which might or will prevent or restrict you, partly or wholly, from performing your duties as may be specified by your Reporting Authority from time to time.
- i) You agree to indemnify Company against any and all claims, actions, loss or damages sustained by Company as a consequence of your breaching any restrictions which you are or may be bound by/towards your previous employer/s. Any violation of this requirement will result in corrective action, up to and potentially including termination of employment.
- j) By accepting this employment you confirm that you are able to accept this job and carry out the work that it would involve (including interacting with clients and potential clients of the Company) without breaching any legal restrictions on your activities, such as restrictions imposed by a current or former employer.
- k) This Letter of Appointment shall be governed and construed in all respects in accordance with the laws of Republic of India.
- l) In case any dispute arises relating to this Letter of Appointment or any of the terms contained herein, the dispute shall be referred to and settled by Arbitration by a sole arbitrator to be nominated/appointed by the Company in consultation with you. The parties shall not approach any court of law till such arbitration has concluded. The Arbitration proceedings shall be in accordance with the Indian Arbitration and conciliation Act, 1996. The venue of Arbitration proceedings shall be Trivandrum. However, the Company shall be entitled to approach Courts of law, in relation to any breach, threatened breach or anticipated breach of Intellectual Property Rights.
- m) The parties hereby agree to submit to the exclusive jurisdiction of the courts in Trivandrum, India, for initiating any legal action for enforcing any terms and conditions of this Letter of Appointment.
- n) If any of the clauses or sub clauses of this Letter of Appointment become invalid or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.
- o) If you agree to accept this Letter of Appointment on the above terms and conditions, sign and return the counterpart of this Letter of Appointment enclosed herewith duly signed on all pages.

Yours truly

for SunTec Digital Solutions Private Limited



Prakash P Nair
Head – Human Resources

Acceptance of the appointment letter

I have read and understood the terms and conditions of the above Letter of Appointment and I unconditionally accept the same without any reservations whatsoever.

Signature
Name: Megha Mahesh
Date:

Regd Office SEZ 1: SunTec Digital Solutions Private Limited, 3rd Floor, 4th Module,
Nvidia Tower, Ramapada IT City, Taramani, Rajiv Gandhi Sala (DMR), Chennai - TN 600113 IN

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

Medical Insurance: A floater cover of Rs. 300,000/- for self, spouse and up to 3 dependent children

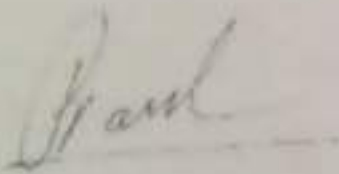
- a) You have the option to cover your parents and parents-in-law at SunTec negotiated rates. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
- b) For all admissible claims under the Medical Insurance plans detailed above, you will be required to contribute 15% of each claim as co-payment.

Personal Accident Insurance: A graded cover of Rs. 25,00,000/- for self. This will also cover permanent total disability, permanent partial disability and temporary total disability apart from accidental death. A weekly benefit of Rs 10,000/- for up to 52 weeks during leave without pay, for temporary total disability due to any accident.

EDLI: A flat term life insurance cover of Rs. 7,00,000/- for self.

Life Insurance: A graded cover of Rs. 10,00,000/- for self. The scope of the cover is worldwide. This is over and above the EDLI.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.



Prakash P Nair
Head – Human Resources

Regd Office SEZ 1: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module,
Nestle Tower, Ramaswami IT City, Taramani, Rajiv Gandhi Salai (OMR), Chennai, TN 600113 IN

SEZ 2: SunTec Digital Solutions Private Limited, # Block No 8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India
Correspondence Address: TC-4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

Annexure

Name Megha Mahesh
Band A
Designation Associate Software Engineer

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	204000	Paid monthly
House Rent Allowance	81600	Paid monthly
Other Allowances	12829	Paid monthly
Leave Travel Allowance	17000	Paid monthly
Medical Reimbursement	5000	Paid monthly
Transportation	18000	Paid monthly
Internet & Mobile Reimbursement	12000	Paid Monthly
Food & Refreshments	9600	Paid monthly (through Food card)
Medical Insurance	5679	Paid directly by company
Provident Fund*	24480	Employer's contribution
Provision for Gratuity**	9812	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (PLB/TPLB)***	50000	
Total Earning Potential	450000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential, and should not be shared with anybody within or outside SunTec.

*Additionally you are eligible for Group Medical Insurance/Personal Accident Insurance and Term Life Insurance Cover as applicable to your work level in line with the company HR policy

**You will be entitled to Gratuity settlement as per the Act once you complete 4 years 240 days of continuous service with SunTec.

Training Performance Linked Bonus/PLB***

TPLB/PLB will be calculated in a prorated basis on successful completion of training, and will be paid after 6 months from the date of the joining on the basis of training score.

Registered Office: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module, Technopark Phase IV, Technocity, Trivandrum - 695003, Kerala, India

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18, Technopark Phase IV, Technocity, Trivandrum - 695003, Kerala, India
 Correspondence Address: TC-4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India
 CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

SUN/HRD/2021
26.07.2021

KEERTHANA VINOD
Navaneetham, Nadakhuthazha PO
Training school road, Vadakara, Kozhikode
Kerala - 673104

Dear KEERTHANA VINOD,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer (Band - A)** with effect from **28th July 2021** in our Company, based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

Your base location of posting will be **Trivandrum**. However, your work location can be any other location, including Work from Home arrangement or other co-location place as may be mutually beneficial. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.

- b) Your employment will be governed by, and you are bound to abide by, the decisions, directives, rules and regulations of the Company, which may be notified from time to time. You are expected to devote your entire working time, energy, and attention exclusively to the work of the Company, and you should not take up any other direct or indirect business or work, honorary or otherwise, while in employment with the Company, unless so permitted in writing by the Company.
- c) You shall diligently, faithfully and to the best of your ability serve the Company, use your best endeavor to promote the interests of the Company and perform all duties that may be entrusted to you from time to time. For the performance of all such duties, you shall use all the knowledge, skill and experience which you possess, to the entire satisfaction of the Company and work extra hours if the job so requires.
- d) You will abide by the service rules and regulations of the Company that are in force and which will be introduced from time to time.
- e) You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company. For this purpose, you shall be required to enter into such agreements as may be required by the Company from time to time to protect the interests of the Company. All expenses including, flight tickets, hotel accommodation etc. that may be incurred in connection with such official travel shall be borne by the Company. You must have a valid passport while joining the Company and a copy of the passport must be deposited with the Company. Company will take responsibility for arranging travel visas and other formalities.
- f) The service conditions mentioned in this Letter of Appointment such as appointment, confirmation, increment, transfers, etc., are not subject to any amendments unless communicated by the authorized officer nominated by the Company for this purpose.
- g) You will perform all such jobs as may be assigned to you from time to time by your reporting authority, whose name will be intimated to you from time to time.
- h) You will implement and act in accordance with the Company's information security policies.
- i) You will not seek membership of any local public body without first obtaining specific permission from the Company.
- j) You will be required to enter into a Confidentiality Agreement with the Company, to ensure that confidential information of the Company is kept confidential by you.
- k) In addition to verbal/ written instructions / office orders, you will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company and as indicated by the Company from time to time.
- l) You shall be responsible for the safe keeping of all Company property that is being used by you or left in your custody or charge and shall upon the request of the Company or termination of your service, whichever is earlier, deliver to the Company all the properties of the Company, in your custody or possession
- m) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not:
 - i. directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company; or
 - ii. directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member or office bearer, directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.

5. Intellectual Property Rights:

All intellectual properties rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to, documents, computer software and databases or papers, of any type (including all improvements) conceived / created

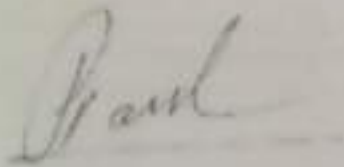
Regd Office: SEZ 1, SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module,
Noida Tower, Kirtanagar IT City, Taramani, Rajiv Gandhi Salai (OMRT), Chennai, TN 600113 IN

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2389 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

- h) You warrant that as of the date of this Letter of Appointment, you are not under any obligation, restriction or duty, whether express or implied, to any third party (including interacting with clients and potential clients of the Company) which might or will adversely affect your ability to enter into this Letter of Appointment or which might or will prevent or restrict you, partly or wholly, from performing your duties as may be specified by your Reporting Authority from time to time.
- i) You agree to indemnify Company against any and all claims, actions, loss or damages sustained by Company as a consequence of your breaching any restrictions which you are or may be bound by/towards your previous employer/s. Any violation of this requirement will result in corrective action, up to and potentially including termination of employment.
- j) By accepting this employment you confirm that you are able to accept this job and carry out the work that it would involve (including interacting with clients and potential clients of the Company) without breaching any legal restrictions on your activities, such as restrictions imposed by a current or former employer.
- k) This Letter of Appointment shall be governed and construed in all respects in accordance with the laws of Republic of India.
- l) In case any dispute arises relating to this Letter of Appointment or any of the terms contained herein, the dispute shall be referred to and settled by Arbitration by a sole arbitrator to be nominated/appointed by the Company in consultation with you. The parties shall not approach any court of law till such arbitration has concluded. The Arbitration proceedings shall be in accordance with the Indian Arbitration and conciliation Act, 1996. The venue of Arbitration proceedings shall be Trivandrum. However, the Company shall be entitled to approach Courts of law, in relation to any breach, threatened breach or anticipated breach of Intellectual Property Rights.
- m) The parties hereby agree to submit to the exclusive jurisdiction of the courts in Trivandrum, India, for initiating any legal action for enforcing any terms and conditions of this Letter of Appointment.
- n) If any of the clauses or sub clauses of this Letter of Appointment become invalid or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.
- o) If you agree to accept this Letter of Appointment on the above terms and conditions, sign and return the counterpart of this Letter of Appointment enclosed herewith duly signed on all pages.

Yours truly

for SunTec Digital Solutions Private Limited



Prakash P Nair
Head – Human Resources

Acceptance of the appointment letter

I have read and understood the terms and conditions of the above Letter of Appointment and I unconditionally accept the same without any reservations whatsoever.

Signature
Name: KEERTHANA VINOD
Date:

Regd Office SEZ 1: SunTec Digital Solutions Private Limited, 2nd Floor, 8th Module,
Nestle Tower, Karamanur IT City, Thiruvananthapuram, Kanya Kumari, Salem (ONR), Chennai, TN 600113 IN

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

Annexure

Name **KEERTHANA VINOD**
 Band **A**
 Designation **Associate Software Engineer**

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	204000	Paid monthly
House Rent Allowance	81600	Paid monthly
Other Allowances	12829	Paid monthly
Leave Travel Allowance	17000	Paid monthly
Medical Reimbursement	5000	Paid monthly
Transportation	18000	Paid monthly
Internet & Mobile Reimbursement	12000	Paid Monthly
Food & Refreshments	9600	Paid monthly (through Food card)
Medical Insurance	5679	Paid directly by company
Provident Fund*	24480	Employer's contribution
Provision for Gratuity**	9812	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (PLB/TPLB)***	50000	
Total Earning Potential	450000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential, and should not be shared with anybody within or outside SunTec.

*Additionally you are eligible for Group Medical Insurance/Personal Accident Insurance and Term Life Insurance Cover as applicable to your work level in line with the company HR policy

**You will be entitled to Gratuity settlement as per the Act once you complete 4 years 240 days of continuous service with SunTec.

Training Performance Linked Bonus/PLB***

TPLB/PLB will be calculated in a prorated basis on successful completion of training, and will be paid after 6 months from the date of the joining on the basis of training score.

Head Office: SunTec Digital Solutions Private Limited, Plot No. 18, Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
 Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
 CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com www.suntecgroup.com

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.3, Plot No.18,
 Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
 Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
 CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
 www.suntecgroup.com

Medical Insurance: A floater cover of Rs. 300,000/- for self, spouse and up to 3 dependent children

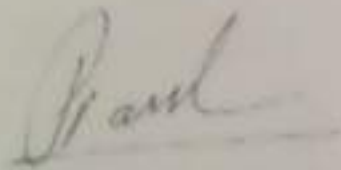
- a) You have the option to cover your parents and parents-in-law at SunTec negotiated rates. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
- b) For all admissible claims under the Medical Insurance plans detailed above, you will be required to contribute 15% of each claim as co-payment.

Personal Accident Insurance: A graded cover of Rs. 25,00,000/- for self. This will also cover permanent total disability, permanent partial disability and temporary total disability apart from accidental death. A weekly benefit of Rs 10,000/- for up to 52 weeks during leave without pay, for temporary total disability due to any accident.

EDLI: A flat term life insurance cover of Rs. 7,00,000/- for self.

Life Insurance: A graded cover of Rs. 10,00,000/- for self. The scope of the cover is worldwide. This is over and above the EDLI.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.



Prakash P Nair
Head – Human Resources

SunTec Office 002 1 - SunTec Digital Solutions Private Limited, 2nd Floor, 8th Module,
Noida Tower, Complex 11 C-10, Sector 16, Gurgaon, Haryana 122001, India. Phone: 91-980229149

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

ECE

SunTec®

SUN/HRD/2021
18.08.2021

Deepthi Joseph
Karimbil House ,Kaithpram,
Kaniyarvayal , Sreekandapuram , Kannur
Kerala - 670631

Dear Deepthi Joseph,

Subject: Letter of Appointment

With reference to your application and subsequent interviews, we are pleased to appoint you as **Associate Software Engineer (Band - A)** with effect from **25th Aug 2021** in our Company, based on the terms and conditions mentioned in this Letter of Appointment.

1. Probation:

- a) You will be on probation for a period of **1 year** from the date of your joining. On completion of this period, you may be confirmed to the regular service of the company if your services are found satisfactory. You will continue to be on probation till you are explicitly communicated in writing about your confirmation.
- b) During the probation period, your performance will be assessed by the Company and only on satisfactory completion in the opinion of the Company, of your initial or extended probationary period, you will be confirmed in writing to the regular service of the Company on such terms and conditions as decided by the Company.
- c) Notwithstanding anything contained herein, prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your services shall be liable to termination without any notice or assigning any reason whatsoever.

2. Place of Posting:

Your base location of posting will be **Trivandrum**. However, your work location can be any other location, including Work from Home arrangement or other co-location place as may be mutually beneficial. Your services are, however, liable to be transferred or deputed to any of our offices / divisions, or to any of our parent, subsidiary or affiliate organizations and/or any of their offices / divisions, or the offices / divisions of any of our clients or customers, at any time anywhere in India or abroad without any additional remuneration.

3. Working hours and Holidays:

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 9 A.M to 5.45 P.M. respectively, with a lunch break of 45 minutes. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work and emergencies.
- b) Holidays would be as per the holiday list announced by the Company from time to time.
- c) As a permanent employee of the Company you will be entitled to sick leave and privilege leave as per Company's leave policy.

4. Duties, Responsibilities and Service Conditions:

- a) The Company will expect you to work with the highest level of commitment, ownership and integrity in the role you are assigned to.

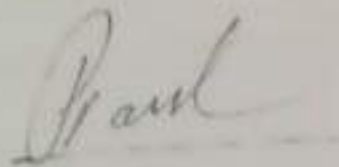
Registered Office: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Main Road,
Nandanam, Chennai - 600017, India. Telephone: 90481 11111, Chennai, TN 600017, India.

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC-4/236B (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133813 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

- h) You warrant that as of the date of this Letter of Appointment, you are not under any obligation, restriction or duty, whether express or implied, to any third party (including interacting with clients and potential clients of the Company) which might or will adversely affect your ability to enter into this Letter of Appointment or which might or will prevent or restrict you, partly or wholly, from performing your duties as may be specified by your Reporting Authority from time to time.
- i) You agree to indemnify Company against any and all claims, actions, loss or damages sustained by Company as a consequence of your breaching any restrictions which you are or may be bound by/towards your previous employer/s. Any violation of this requirement will result in corrective action, up to and potentially including termination of employment.
- j) By accepting this employment you confirm that you are able to accept this job and carry out the work that it would involve (including interacting with clients and potential clients of the Company) without breaching any legal restrictions on your activities, such as restrictions imposed by a current or former employer.
- k) This Letter of Appointment shall be governed and construed in all respects in accordance with the laws of Republic of India.
- l) In case any dispute arises relating to this Letter of Appointment or any of the terms contained herein, the dispute shall be referred to and settled by Arbitration by a sole arbitrator to be nominated/appointed by the Company in consultation with you. The parties shall not approach any court of law till such arbitration has concluded. The Arbitration proceedings shall be in accordance with the Indian Arbitration and conciliation Act, 1996. The venue of Arbitration proceedings shall be Trivandrum. However, the Company shall be entitled to approach Courts of law, in relation to any breach, threatened breach or anticipated breach of Intellectual Property Rights.
- m) The parties hereby agree to submit to the exclusive jurisdiction of the courts in Trivandrum, India, for initiating any legal action for enforcing any terms and conditions of this Letter of Appointment.
- n) If any of the clauses or sub clauses of this Letter of Appointment become invalid or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.
- o) If you agree to accept this Letter of Appointment on the above terms and conditions, sign and return the counterpart of this Letter of Appointment enclosed herewith duly signed on all pages.

Yours truly

for SunTec Digital Solutions Private Limited



Prakash P Nair
Head – Human Resources

Acceptance of the appointment letter

I have read and understood the terms and conditions of the above Letter of Appointment and I unconditionally accept the same without any reservations whatsoever.

Signature
Name: Deepthi Joseph
Date:

Regd Office: SEZ 1, SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module,
Nivvite Tower, Rameswaram IT City, Taramani, Rajiv Gandhi Salai, ICMR, Chennai, TN 600113 IN.

SEZ 2, SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18,
Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC-4/2399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

Annexure

Name Deepthi Joseph
 Band A
 Designation Associate Software Engineer

Your total earning potential is structured as per the details given below:

Component	Annual amount (in Indian Rupees)	Remarks
Basic Salary	204000	Paid monthly
House Rent Allowance	81600	Paid monthly
Other Allowances	12829	Paid monthly
Leave Travel Allowance	17000	Paid monthly
Medical Reimbursement	5022	Paid monthly
Transportation	18000	Paid monthly
Internet & Mobile Reimbursement	12000	Paid Monthly
Food & Refreshments	9600	Paid monthly (through Food card)
Medical Insurance	5679	Paid directly by company
Provident Fund*	24480	Employer's contribution
Provision for Gratuity**	9834	Paid as per provisions of Gratuity Act
Training Performance Linked Bonus (PLB/TPLB)***	50000	
Total Earning Potential	450000	

Note: The above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential, and should not be shared with anybody within or outside SunTec.

*Additionally you are eligible for Group Medical Insurance/Personal Accident Insurance and Term Life Insurance Cover as applicable to your work level in line with the company HR policy

**You will be entitled to Gratuity settlement as per the Act once you complete 4 years 240 days of continuous service with SunTec.

Training Performance Linked Bonus/PLB***

TPLB/PLB will be calculated in a prorated basis on successful completion of training, and will be paid after 6 months from the date of the joining on the basis of training score.

Head Office: SEZ 1: SunTec Digital Solutions Private Limited, 2nd Floor, 4th Module, Neelam Towers, Ramanganal T. City, Tharamangalam, Rajiv Gandhi Solar (GMR) Complex, TN 600123 IN.

SEZ 2: SunTec Digital Solutions Private Limited, # Block No.8, Plot No.18, Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
 Correspondence Address: TC 4/1399 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
 CIN: U72900TN2020PTC133815 E-mail: compliance@suntecgroup.com
 www.suntecgroup.com

Medical Insurance: A floater cover of Rs. 300,000/- for self, spouse and up to 3 dependent children

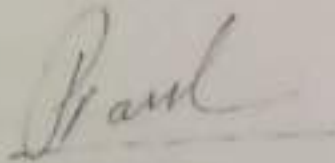
- a) You have the option to cover your parents and parents-in-law at SunTec negotiated rates. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
- b) For all admissible claims under the Medical Insurance plans detailed above, you will be required to contribute 15% of each claim as co-payment.

Personal Accident Insurance: A graded cover of Rs. 25,00,000/- for self. This will also cover permanent total disability, permanent partial disability and temporary total disability apart from accidental death. A weekly benefit of Rs 10,000/- for up to 52 weeks during leave without pay, for temporary total disability due to any accident.

EDLI: A flat term life insurance cover of Rs. 7,00,000/- for self.

Life Insurance: A graded cover of Rs. 10,00,000/- for self. The scope of the cover is worldwide. This is over and above the EDLI.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.



Prakash P Nair
Head – Human Resources

Registered Office: SunTec Digital Solutions Private Limited, 2nd Floor, 11B, Noida, Sector 17, Noida, Uttar Pradesh - 201301, India. (DMRL Chennai, TN 600113 IN)

SEZ 2: SunTec Digital Solutions Private Limited, # Block No-8, Plot No.18, Technopark Phase IV, Technocity, Trivandrum - 695316, Kerala, India.
Correspondence Address: TC 4/2389 (1), Vikramapuram Hills, Kowdiar PO, Trivandrum - 695003, Kerala, India.
CIN: U72900TN2020PTC133818 E-mail: compliance@suntecgroup.com
www.suntecgroup.com

Offer Letter

Ms. Sandra Venugopalan

Date: Friday, July 16, 2021

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Trainee - Mentoring on following terms and conditions:

Offer Details:

Designation:	Trainee - Mentoring
Department:	User Experience (51000011)
Employment Type:	Trainee
Date of Joining:	Friday, July 23, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-	
Fixed Compensation:	500000 INR
Variable Compensation:	100000 INR
Variable Pay Frequency:	Annual

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The Income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Friday, July 23, 2021, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing. Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorised signature.

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Employee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company. All Think & Learn Pvt. Ltd., employees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

Annexure B

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Degree Certificate (Provisional Certificate/Course Completion Certificate for Trainees)
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

This is system generated offer letter and does not require authorised signature.

03/11/2021

Ref: 0103/2021/Smaartt/INDIA

Ms. Chaithra A V
Kerala, India.

APPOINTMENT LETTER

Dear Chaithra,

This is with reference to your application and subsequent discussion you had with us. We are pleased to offer an employment in our organization under the following terms and conditions.

1. POSITION

You are being appointed as "Associate Consultant – Digital Innovation".

2. JOINING DATE:

The employment shall commence on 08/11/2021.

3. COMPENSATION:

You will be paid annual CTC of Rs. 3,00,000 (Indian Rupees Three Lakhs Only) including all the components of the salary. Please refer Annexure-I for details on the compensation and statutory deductions.

4. PROBATION & EMPLOYMENT:

You will be employed on a **six months'** probationary period and your confirmation will be dependent upon your performance during this time. On successful completion of the probationary period, your services will be confirmed and will be indicated to you through a separate Letter of Confirmation. However, the management reserves the right to extend the probationary period if it is deemed necessary. During your Probationary period, your contract can be terminated on an immediate basis based on the Company's decision. No resignation will be accepted during the probation period. However, the company at its own discretion, under special circumstances and subject to the review of the case at an appropriate period, may accept a formal resignation by an employee provided the employee adheres to the company's final decision on his/her resignation.

5. RETIREMENT:

The retirement age is 58 years.

6. LOCATION:

You will be located in India (Work from home). However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the company or any one of its associates or clients conducts business.



Smaartt

You are requested to submit the following documents /Photocopies to initiate the on-boarding and mobilization process along with the following documents (Clear Scans).

1. Proof of Address (Aadhaar Card)
2. Proof of Identity (PAN Card)
3. Copy of Passport
4. Education Credentials (Highest to SSC)
5. Passport Size color photographs with white background (2 No's)
6. Reliving and Experience letter (Last Company)
7. Last 3 months Payslips and Bank Statements
8. Form 16 of previous year

I agree to accept employment on the terms and conditions mentioned in the above letter.

We wish you a bright career with **Smaartt!!**

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:
Ankita Sarmah
0CB093C9DE5C42B

Ankita Sarmah
Sr Manager –Employee Engagement

DocuSigned by:
Chaitra A V
0800D9D06F1A429

Accepted By



ANNEXURE- I

Compensation Sheet

Name: Chaithra A V

Designation: Associate Consultant – Digital Innovation

Salary Particulars	Per Month (Rs)	Per Annum (Rs)
Basic Salary	11,250	1,35,000
HRA	4,500	54,000
Other Allowance	5,400	64,800
Total Gross	21,150	2,53,800
Deductions		
Employee PF	1,350	16,200
Profession Tax	200	2,500
Addition		
Employee Retention Bonus (Payable Quarterly)	2,500	30,000
Net Take Home	22,100	2,65,100
Other Benefits		
Employer PF	1,350	16,200
Total CTC	25,000	3,00,000

*Your compensations shall be subject to statutory and Income Tax Deductions.

1. TDS on Salaries:

The tax will be deducted at source as per the provisions of section 192 of the Income Tax Act, 1961 for the employees in case his/ her salary exceeds the basic exemption limit and subject to investment declaration as may be submitted on a yearly basis.

2. Provident Fund:

Provident Fund consists of employee contribution and equal amount of contribution from employer. The same will be made as per manner as may be prescribed under Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

3. Profession Tax:

Profession Tax will be deducted from Salary based on the provisions as may be prescribed under the Maharashtra State Tax on Professions, Trade, Callings and Employments Act, 1975.

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:
Ankita Sarmah
11/3/2021

Ankita Sarmah
Sr Manager – Employee Engagement

DocuSigned by:
Chaithra A V
11/3/2021

Chaithra A V

Accepted By



Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear Ashbin Sabu,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.



All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of "**Software Trainee**" and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Ashbin Sabu**

Designation: **"Software Trainee"**

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear **Amitha Thomas**,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under **BLAZEWELL Technologies LLP** on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of “**Software Trainee**” and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Amitha Thomas**

Designation: **"Software Trainee"**

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear Meghna Sudharman,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of "**Software Trainee**" and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that



For Fingertipplus Technologies Pvt Ltd,

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

Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Meghna Sudharman**

Designation: **"Software Trainee"**

ECE

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear Sreerag C V,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of **“Software Trainee”** and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Sreerag C V**

Designation: **"Software Trainee"**

ECE

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear Swathi Valsaraj,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of **“Software Trainee”** and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Swathi Valsaraj**

Designation: **"Software Trainee"**

April 17, 2021

Mr. Vimal P

vimalp1020@gmail.com

Candidate Id:CN20210181

Dear Vimal P

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor**

at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure

Name	Mr. Vimal P	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

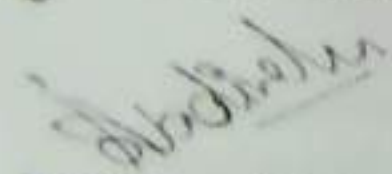
Notes: *Associates will be covered under the company group insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours

sincerely

Mr Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Redacted Signature]

June 21, 2021

Mr Vimal P

vimalp1020@gmail.com

Candidate Id:CN20210821

Dear Vimal P

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

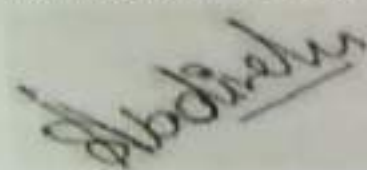
Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure			
Name	Mr. Vimal P	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

ECE

April 17, 2021

Ms. Anagha Premaraj

anaghapremaraj17@gmail.com

Candidate Id:CN20210182

Dear **Anagha Premaraj**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor**

at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.



Annexure I: Annual Compensation Structure			
Name	Ms. Anagha Premaraj	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours

sincerely

Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Redacted Signature]

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: 790152

Letter of Intent ("LOI")

Dear Anagha Premaraj,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

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

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

ANNEXURE 1

Anagha Premaraj
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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 Page 3 of 3

ECE

HR TALENT ACQUISITION & DEPLOYMENT



HRTAD/Rec/Campus/32009/Associate/2020-21

05 August 2021

ABHIRAMI VENUGOPAL
BTech
Vimal Jyothi Engineering College, Chemperi

Dear Sir/ Madam,

Hearty Congratulations

We are happy to inform you that you have come out successful in the Campus Recruitment Process conducted for the post of Associate in Non-Officer (Clerical) cadre. Accordingly, you are provisionally empanelled for absorption in Banks service as an Associate, subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per the administrative requirements. You will be on probation for a period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years service in the Bank.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead..!

Warm Regards,

Vice President (HR)



Salary Slip for February 2022

PAN : CCQPV6696B

PF No. : 21625
Name : ABHIRAMI VENUGOPAL
Designation : ASSOCIATE
Branch/office : KOODAL

Earnings		Deductions	
Basic Pay	: 19900.00	Advance Salary	: 0.00
Special Allowance	: 3263.60	PF/NPS Contribution	: 2646.00
Dearness Allowance	: 7834.86	VPF Contribution	: 0.00
Fixed Personal Pay	: 0.00	PF Loan	: 0.00
Professional Qualfn Pay	: 0.00	LIC	: 0.00
Graduation Pay	: 0.00	Income Tax	: 0.00
Learning Allowance	: 0.00	GSLI/GTAP	: 0.00
House Rent Allowance	: 2039.75	Club Allowance	: 0.00
CCA	: 0.00	House Rent Recovery	: 0.00
Location Allowance	: 0.00	House Rent Paid	: 0.00
Special Allowance (Pay)	: 0.00	Medical Welfare Fund	: 163.00
Cycle Allowance	: 0.00	FSF	: 0.00
Washing Allowance	: 0.00	Profession Tax	: 0.00
Club Allowance	: 0.00	Chitty/Society	: 0.00
Hill Allowance	: 0.00	Sub. Association/Union	: 0.00
Transport Allowance	: 600.00	Other Deductions	: 0.00
Arrears	: 4514.43	DIYA Contribution	: 300.00
Other Earnings	: 0.00	Loans	: 0.00
Misc. Earnings	: 0.00		
Suspense Account	: 0.00		
Total Earnings	: 38152.64	Total Deductions	: 3109.00
Net Payable	: 35043.64 (Thirty-Five Thousand Forty-Three Rupees And Sixty-Four Paisa)		
SB/ODLS Account Number	: 12065000130517		

**This is a Computer Generated Pay Slip and it does not require a Signature.



Letter of Intent

Doc Ref. No.: QO20220200

Date of Issue: 31st January 22

Dear Keerthana B,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- Total Cost to Company (TCTC): INR 3.00 LPA
- One-time Retention Bonus: INR 25000 (On completion of one year from the date of joining)
- Location: Any of the QuEST Global offices (as per business requirement)
- Working Hours: As per Location Norms
- Probation Period: 6 months from the date of joining
- Service Agreement: 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: _____

QuEST Global Engineering Services Private Limited
Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219
Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103
Ph: +91-80-67090000; Fax: +91-80-67090001; info@quest-global.com



BORN TO ENGINEER

**Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.*

**Annexure - I
Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary		
(B) House Rent Allowance	15,000	1,80,000
(C) Conveyance Allowance	2,250	27,000
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	-	-
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	3,155	37,860
	20,405	2,44,860
Retirement Benefits		
(I) PF		
(J) Gratuity	1,800	21,600
(K) RETIREMENT BENEFITS: (K = I+J)	722	8,664
	2,522	30,264
Benefits		
(L) Medical Insurance Premium		
(M) BONUS/Ex.GRATIA	673	8,076
(N) Fixed Compensation: (N = H+K+L+M)	1,400	16,800
	25,000	3,00,000
(P) TOTAL COST TO COMPANY (TCC)		3,00,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited
 Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,
 Varthur Hobli, Bangalore East Taluk, Bangalore - 560103
 Ph: +91-80-67090000; Fax: +91-80-67090001; Email: info@quest-global.com



QUEST

BORN TO ENGINEER.

Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered ~~from employee's salary~~, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Email: info@quest-global.com



OFFER OF EMPLOYMENT

October 26, 2021

QI-HR729370/2020
Ms.Kavya Prasad,
Thannickal House,
Bela Post,
Kumbla via,
Kasaragod-671321

Dear Kavya

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the Assistant Manager.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be INR 300000/- (**Rupees Three Lakh Only**). The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67090000; Email: info@quest-global.com



BORN TO ENGINEER

Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non-disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- a) Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- b) Passport photo copy
- c) Three passport size latest photographs
- d) Service Certificate, if any.
- e) Relieving letter from your present employer.
- f) Pan card & Aadhar submission is mandatory
- g) ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **November 15, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Deputy Manager - Talent Acquisition

I confirm and accept the above terms and conditions.

Name :

Place :

Signature :

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Annexure - I
Compensation & Benefit Details

Employee Name : Kavya Prasad

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	15000	180000
(B) House Rent Allowance (HRA)	2250	27000
(C) Conveyance Allowance (CA)	0	0
(D) Leave Travel Allowance (LTA)	0	0
(E) Food Coupon	0	0
(F) Telephone / Internet Allowance	0	0
(G) Other Allowance	3155	37860
(H) GROSS SALARY (I=A+B+C+D+E+F+G+H)	20405	244860
(I) Employer Contribution to Provident Fund (PF)	1800	21600
(J) Employer Contribution to Gratuity	722	8664
(K) RETIREMENT BENEFITS : (K=I+J)	2522	30264
(L) Employer Contribution to Medical Insurance Premium *	673	8076
(M) Bonus / Ex-Gratia	1400	16800
(N) FIXED GROSS SALARY (FGS): (N= H+K+L+M)	25000	300000
TOTAL COST TO COMPANY (TCC):		300000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.QUEST-global.com

11
ECE

Intent to offer Employment

Dear Arya T P,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

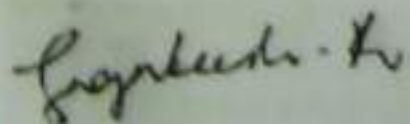
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

**Annexure - I
Compensation & Benefit Details**

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	0	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

****Total Variable Pay** includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.

*****Shift Allowance** will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in shifts and not during the training period. In case of any changes, it will be governed by the policy.

Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band, the amount will change accordingly in case of Band change.

-Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of **INR 300000**
- Group Personal Accident Insurance cover of **INR 1000000**
- Group Term Life Insurance cover of **INR 1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice

ECE

Intent to offer Employment

Dear Preethika B Dev,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.00 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining .

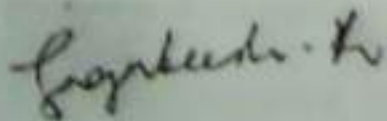
As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited.



Jagadish Kadagatti
Deputy Manager - Talent Acquisition

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

**Annexure - I
Compensation & Benefit Details**

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	0	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
(P) TOTAL COST TO COMPANY (TCC) : (P = O)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

****Total Variable Pay** includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.

*****Shift Allowance** will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in shifts and not during the training period. In case of any changes, it will be governed by the policy.

Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band, the amount will change accordingly in case of Band change.

-Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of **INR 300000**
- Group Personal Accident Insurance cover of **INR 1000000**
- Group Term Life Insurance cover of **INR 1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice

ECE

July 05, 2021

Vimal P
Madhuveena (H)
Behind Keerthi-Mudra Theatre
Vadakara, Vadakara PO
Kozhikode (Dt), Kerala - 673101

Dear Vimal,

SUB: Our offer for the position of Trainee – Software Engineer

We are happy to let you know that we are impressed with your credentials and welcome you to the RapidValue family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team.

You will be inducted as a **“Trainee – Software Engineer”** and **Date of joining would be 12-July-2021**. Your training will be done in our office premises at Cochin, with the covid safety measures. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months.

Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month**. At the end of both the training period, a formal evaluation of your performance will be made and on successful completion of training, your total Cost-to-Company (CTC) will be **Rs.3.60 LPA**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at RapidValue. Please return the duplicate of this letter duly signed by you.

For RapidValue, An Aspire Systems (India) Private Ltd.



Aravind Warriar
Director – Human Resources
aravind.warrier@rapidvaluesolutions.com

I hereby accept the offer.

Signature :
Name : Vimal P
Date :

Aspire Systems (India) Private Limited

Registered Office:
Old No.4, New No.7, II Trust Link Road, Mandavelil,
Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

Head Office:
1/D-1, SIPCOT IT PARK, Siruseri, Chennai - 603103,
Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

DIR: U403007N1988PTC048943

www.aspiresys.com

Annexure 1: Terms and Conditions of Employment

1. Any information provided by you prior to your employment with us will be subject to background verification. At any point of time, during your services at RapidValue IT Services, should we find this information inconsistent, your employment with us will be revoked without any prior notice.
2. During your employment, you may become aware of information relating to the business of the Company, trade secrets, client names/details and pricing structures. Confidential information remains the sole property of RapidValue IT Services. You shall not, either during or after your employment, without the prior consent of RapidValue IT Services, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. We expect you would not under any circumstance try to start or help any other person start the activities carried on by this company.
3. During your services with us, we would expect you not to indulge in any activity or profession, which would prove detrimental to our operations. All software products, systems developed by you during your period of service with the company will be the sole property of the company.
4. RapidValue will expend substantial time, effort and cost to recruit and train you. Any sudden departure by you definitely has an impact by causing damage and expense to RapidValue. Hence, you agree that you have the full intention to serve as an Employee of RapidValue for at least THREE years without causing disruption to the services of the company. In case you decide to leave RapidValue within the first three years, you will have to pay an amount as outlined in your Employment Agreement and serve appropriate notice period as defined by the company.
5. You may from time to time be deputed to work at any of our offices globally or at our client's location within India or abroad. During the deputation, you will also be required to comply with the local laws, ordinances, regulations and codes that govern such countries. In case of failure to do so, you will indemnify the company against any loss or damage that may be sustained due to such failure on your part.
6. During the probation and training period, if your performance or conduct is not satisfactory, the company has the right to terminate your services without notice. If you take additional time to complete your training, then there will be no salary paid to you during the additional period.
7. Upon confirmation of your employment, the employment contract may be terminated by giving appropriate notice. You are required to continue your services until the end of the notice period. Further, any salaries or any other remuneration due to you will be forfeited should you fail to serve the appropriate notice periods as mentioned above.
8. The annual CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you.

Aspire Systems (India) Private Limited

Registered Office:

Old No.4, New No.7, II Trust Link Road, Mandaveli,
Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U40300TN1998PT0048943

Head Office

1/D-1, SIPCOT IT PARK, Siruseri, Chennai - 603103
Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

www.aspiresys.com

9. At RapidValue we provide you with wide opportunities to enhance the gamut of your work area and we may in accordance with the same be transferring your services to other departments and you may be assigned any work to test your aptitude during the course of your services.
10. **Salary Changes:** Your probation is for a period of six months and on successful completion of your probation, you will be confirmed and promoted to "Engineer" and you can refer to the below mentioned table for the salary changes. These salary changes are subject to your performance. For eg: It will work like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	15,000	Training period (3 Months Max)
Post Training	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation and Promotion to Engineer
Post Training + 12 months	35,000	Salary gets revised to 35,000
Post Training + 18 Months	40,000	Salary gets revised to 40,000
Post Training + 24 Months	45,000	Salary gets revised to 45,000
Post Training + 30 Months	45,000+Hike	Alignment with Org Cycle

You will finally be aligned with the regular Organizational cycle and will be covered in the immediate April cycle. This salary hike will be prorated based on the number of months that you have been in the system after the final salary change till April.

11. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
12. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
13. RapidValue IT Services is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :
Name : Vimal P
Date :

Aspire Systems (India) Private Limited

Registered Office:
Old No.4, New No.7 II Trust Link Road, Mandaveli,
Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U403007N1998PTC048943

Head Office:

1/D-1, SiPCOT IT PARK, Siruseri, Chennai - 603103,
Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

www.aspiresys.com

July 05, 2021

Ridhusha M
Narambath (H)
Vadakkumbad PO, Thalassery
Kannur (Dt.), Kerala - 670105

Dear Ridhusha,

SUB: Our offer for the position of Trainee – Software Engineer


We are happy to let you know that we are impressed with your credentials and welcome you to the RapidValue family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team.

You will be inducted as a **"Trainee – Software Engineer"** and **Date of joining would be 12-July-2021**. Your training will be done in our office premises at Cochin, with the covid safety measures. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months.

Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month**. At the end of both the training period, a formal evaluation of your performance will be made and on successful completion of training, your total Cost-to-Company (CTC) will be **Rs.3.60 LPA**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at RapidValue. Please return the duplicate of this letter duly signed by you.

For RapidValue, An Aspire Systems (India) Private Ltd.


Aravind Warriar
Director – Human Resources
aravind.warrier@rapidvaluesolutions.com

I hereby accept the offer.

Signature :
Name : Ridhusha M
Date :

Aspire Systems (India) Private Limited

Registered Office:
Old No-4 New No 7, II Trust Link Road, Mandaveli,
Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U40300TN1998PTC046943

Head Office:
1-D-1 SIPCOT IT PARK, Sriruseri, Chennai - 603103,
Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

www.aspiresys.com

Annexure 1: Terms and Conditions of Employment

1. Any information provided by you prior to your employment with us will be subject to background verification. At any point of time, during your services at RapidValue IT Services, should we find this information inconsistent, your employment with us will be revoked without any prior notice.
2. During your employment, you may become aware of information relating to the business of the Company, trade secrets, client names/details and pricing structures. Confidential information remains the sole property of RapidValue IT Services. You shall not, either during or after your employment, without the prior consent of RapidValue IT Services, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. We expect you would not under any circumstance try to start or help any other person start the activities carried on by this company.
3. During your services with us, we would expect you not to indulge in any activity or profession, which would prove detrimental to our operations. All software products, systems developed by you during your period of service with the company will be the sole property of the company.
4. RapidValue will expend substantial time, effort and cost to recruit and train you. Any sudden departure by you definitely has an impact by causing damage and expense to RapidValue. Hence, you agree that you have the full intention to serve as an Employee of RapidValue for at least THREE years without causing disruption to the services of the company. In case you decide to leave RapidValue within the first three years, you will have to pay an amount as outlined in your Employment Agreement and serve appropriate notice period as defined by the company.
5. You may from time to time be deputed to work at any of our offices globally or at our client's location within India or abroad. During the deputation, you will also be required to comply with the local laws, ordinances, regulations and codes that govern such countries. In case of failure to do so, you will indemnify the company against any loss or damage that may be sustained due to such failure on your part.
6. During the probation and training period, if your performance or conduct is not satisfactory, the company has the right to terminate your services without notice. If you take additional time to complete your training, then there will be no salary paid to you during the additional period.
7. Upon confirmation of your employment, the employment contract may be terminated by giving appropriate notice. You are required to continue your services until the end of the notice period. Further, any salaries or any other remuneration due to you will be forfeited should you fail to serve the appropriate notice periods as mentioned above.
8. The annual CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you.

Aspire Systems (India) Private Limited

Registered Office:

Old No.4, New No.7, II Trust Link Road, Mandaveli,
Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U40300TN1998PTD048943

Head Office:

1/D-1, SIPCOT IT PARK, Siruseri, Chennai - 603103,
Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

www.aspiresys.com

9. At RapidValue we provide you with wide opportunities to enhance the gamut of your work area and we may in accordance with the same be transferring your services to other departments and you may be assigned any work to test your aptitude during the course of your services.
10. **Salary Changes:** Your probation is for a period of six months and on successful completion of your probation, you will be confirmed and promoted to "Engineer" and you can refer to the below mentioned table for the salary changes. These salary changes are subject to your performance. For eg: It will work like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	15,000	Training period (3 Months Max)
Post Training	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation and Promotion to Engineer
Post Training + 12 months	35,000	Salary gets revised to 35,000
Post Training + 18 Months	40,000	Salary gets revised to 40,000
Post Training + 24 Months	45,000	Salary gets revised to 45,000
Post Training + 30 Months	45,000+Hike	Alignment with Org Cycle

You will finally be aligned with the regular Organizational cycle and will be covered in the immediate April cycle. This salary hike will be prorated based on the number of months that you have been in the system after the final salary change till April.

11. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
12. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
13. RapidValue IT Services is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :
Name : Ridhusa M
Date :

Aspire Systems (India) Private Limited

Registered Office

Old No.4, New No.7, II Trust Link Road, Mandaveli,

Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U40300TN1998PTC048943

Head Office

1/D-1, SIPCOT IT PARK, Siruseri, Chennai - 603103

Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

www.aspiresys.com

ECE

July 05, 2021

Anagha Premraj
Athira
Aduthila PO, Payangadi
Kannur (Dt.), Kerala - 670303

Dear Anagha,

SUB: Our offer for the position of Trainee – Software Engineer

We are happy to let you know that we are impressed with your credentials and welcome you to the RapidValue family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team.

You will be inducted as a "Trainee – Software Engineer" and Date of joining would be **12-July-2021**. Your training will be done in our office premises at Cochin, with the covid safety measures. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months.

Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month**. At the end of both the training period, a formal evaluation of your performance will be made and on successful completion of training, your total Cost-to-Company (CTC) will be **Rs.3.60 LPA**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at RapidValue. Please return the duplicate of this letter duly signed by you.

For RapidValue, An Aspire Systems (India) Private Ltd.



Aravind Warriar
Director – Human Resources
aravind.warrior@rapidvaluesolutions.com

I hereby accept the offer.

Signature :
Name : Anagha Premraj
Date :

Aspire Systems (India) Private Limited

Registered Office:
Old No.4, New No.7, II Trust Link Road, Mandavelil,
Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

Head Office:
1/D-1, SIPCOT IT PARK, Siruseri, Chennai - 603103,
Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U40300TY1998PTC046943

www.aspiresys.com

Annexure 1: Terms and Conditions of Employment

1. Any information provided by you prior to your employment with us will be subject to background verification. At any point of time, during your services at RapidValue IT Services, should we find this information inconsistent, your employment with us will be revoked without any prior notice.
2. During your employment, you may become aware of information relating to the business of the Company, trade secrets, client names/details and pricing structures. Confidential information remains the sole property of RapidValue IT Services. You shall not, either during or after your employment, without the prior consent of RapidValue IT Services, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. We expect you would not under any circumstance try to start or help any other person start the activities carried on by this company.
3. During your services with us, we would expect you not to indulge in any activity or profession, which would prove detrimental to our operations. All software products, systems developed by you during your period of service with the company will be the sole property of the company.
4. RapidValue will expend substantial time, effort and cost to recruit and train you. Any sudden departure by you definitely has an impact by causing damage and expense to RapidValue. Hence, you agree that you have the full intention to serve as an Employee of RapidValue for at least THREE years without causing disruption to the services of the company. In case you decide to leave RapidValue within the first three years, you will have to pay an amount as outlined in your Employment Agreement and serve appropriate notice period as defined by the company.
5. You may from time to time be deputed to work at any of our offices globally or at our client's location within India or abroad. During the deputation, you will also be required to comply with the local laws, ordinances, regulations and codes that govern such countries. In case of failure to do so, you will indemnify the company against any loss or damage that may be sustained due to such failure on your part.
6. During the probation and training period, if your performance or conduct is not satisfactory, the company has the right to terminate your services without notice. If you take additional time to complete your training, then there will be no salary paid to you during the additional period.
7. Upon confirmation of your employment, the employment contract may be terminated by giving appropriate notice. You are required to continue your services until the end of the notice period. Further, any salaries or any other remuneration due to you will be forfeited should you fail to serve the appropriate notice periods as mentioned above.
8. The annual CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you.

Aspire Systems (India) Private Limited

Registered Office

Old No.4, New No.7, II Trust Link Road, Mandaveli,

Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

Head Office

1/D-1, SIPCOT IT PARK, Siruseri, Chennai - 603103,

Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U40300TN1998PTC048943

www.aspiresys.com

9. At RapidValue we provide you with wide opportunities to enhance the gamut of your work area and we may in accordance with the same be transferring your services to other departments and you may be assigned any work to test your aptitude during the course of your services.
10. **Salary Changes:** Your probation is for a period of six months and on successful completion of your probation, you will be confirmed and promoted to "Engineer" and you can refer to the below mentioned table for the salary changes. These salary changes are subject to your performance. For eg: It will work like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	15,000	Training period (3 Months Max)
Post Training	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation and Promotion to Engineer
Post Training + 12 months	35,000	Salary gets revised to 35,000
Post Training + 18 Months	40,000	Salary gets revised to 40,000
Post Training + 24 Months	45,000	Salary gets revised to 45,000
Post Training + 30 Months	45,000+Hike	Alignment with Org Cycle

You will finally be aligned with the regular Organizational cycle and will be covered in the immediate April cycle. This salary hike will be prorated based on the number of months that you have been in the system after the final salary change till April.

11. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
12. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
13. RapidValue IT Services is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :
 Name : Anagha Premraj
 Date :

Aspire Systems (India) Private Limited

Registered Office:

Old No.4, New No.7, II Trust Link Road, Mandaveli,
 Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U40300TN1998PTC046943

Head Office:

1/D-1, SIPCOT IT PARK, Siruseri, Chennai - 603103,
 Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

www.aspiresys.com

ECE

September 24, 2021.

Mr. Amaljith P K
Sreevalsam House
Kurumathur PO
Karimbam Via
Kannur (Dt.), Kerala - 670142

Dear Amaljith,

SUB: Our offer for the position of Trainee – Software Engineer

We are happy to let you know that we are impressed with your credentials and welcome you to the RapidValue family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team.

You will be inducted as a "Trainee – Software Engineer" and Date of joining would be 27-September-2021. Your training will be done in our office premises at Cochin, with the covid safety measures. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months.

Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month**. At the end of both the training period, a formal evaluation of your performance will be made and on successful completion of training, your total Cost-to-Company (CTC) will be **Rs.3.60 LPA**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at RapidValue. Please return the duplicate of this letter duly signed by you.

For RapidValue, An Aspire Systems (India) Private Ltd.



Aravind Warriar
Director – Human Resources
aravind.warrier@rapidvaluesolutions.com

I hereby accept the offer.

Signature :
Name : Amaljith PK
Date :

Aspire Systems (India) Private Limited

Registered Office:
Old No.4, New No.7, II Trust Link Road, Mandaveli,
Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

Head Office:
1/D -1, SIPCOT IT PARK, Siruseri, Chennai - 603103,
Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U43300TN1999PTC046943

www.aspiresys.com

9. At RapidValue we provide you with wide opportunities to enhance the gamut of your work area and we may in accordance with the same be transferring your services to other departments and you may be assigned any work to test your aptitude during the course of your services.
10. **Salary Changes:** Your probation is for a period of six months and on successful completion of your probation, you will be confirmed and promoted to "Engineer" and you can refer to the below mentioned table for the salary changes. These salary changes are subject to your performance. For eg: It will work like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	15,000	Training period (3 Months Max)
Post Training	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation and Promotion to Engineer
Post Training + 12 months	35,000	Salary gets revised to 35,000
Post Training + 18 Months	40,000	Salary gets revised to 40,000
Post Training + 24 Months	45,000	Salary gets revised to 45,000
Post Training + 30 Months	45,000+Hike	Alignment with Org Cycle

You will finally be aligned with the regular Organizational cycle and will be covered in the immediate April cycle. This salary hike will be prorated based on the number of months that you have been in the system after the final salary change till April.

11. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
12. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
13. RapidValue IT Services is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :
 Name : Amaljith PK
 Date :

Aspire Systems (India) Private Limited

Registered Office:
 Old No.4 New No.7 II Trust Link Road, Mandaveli,
 Chennai - 600028, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

Head Office:
 1/D-1, SIPCOT IT PARK, Siruseri, Chennai - 603103,
 Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U40300TN1998PTC046943

www.aspiresys.com

INTERNSHIP LETTER

HR/IL/2021/07/7564
Date: 16-07-2021

Name of the Candidate : Bibin P S
Place of Joining : Kochi
Internship Start Date : July 19th, 2021

Dear Vishnu,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer** in **VVDN Technologies Pvt. Ltd** (hereinafter referred to as "**VVDN**" or "**Company**") on the following terms and conditions:

1. Upon successful completion of your Internship and submission of all necessary document of your completion of Degree, you will be given the status of a permanent employee and you will be given a CTC of Rs. 3.2 L Per Annum.
2. The internship will be for Five days a week. This is **subject to any change or requirement** that may come into force in future. Such changes will supersede all the relevant clauses mentioned in this offer letter.
3. You will be in a On the Job training period for the first 3 months from the day of your onboarding with us. During this period, if the Company finds the performance and discipline of the trainee is not satisfactory, appropriate action will be taken.
4. You will be required to execute Confidentiality Agreement, Terms and Conditions of Internship and such other documents/ undertakings/ agreements as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in **VVDN** strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions of Internship at the sole discretion of the management.
8. **Leave:** Regular full-time employees will have planned and unplanned leaves as per the **VVDN** Leave Policy whereas if you join as an Intern/ Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Please refer leave policy for more details.
9. During your tenure with **VVDN**, you will be governed by the Service Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. Either party can terminate this internship by intimating 30 days in advance.

11. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your internship with VVDN shall stand terminated/ cancelled without any notice.
12. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than you're On the Job Training curriculum.
13. Your email acceptance of this letter is expected within 3 days from the date of releasing the offer letter. This offer shall become void after completion of 3 days in-case no acceptance is received from the candidate.
14. As per the business requirements, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
15. Any interim voluntary or involuntary drop out cases will not be considered for any settlements and internship certificates. The internship certificate will be given for such trainees who will not be able to continue VVDN due to observed performance issues during internship
16. In any such case, where trainee wants to leave the training or absconds or performs not as per the expectations due to which his confirmation of the services doesn't happen, trainees are liable to pay the training expenses as recovery which is not only limited to the six months stipend amount but also up to a sum of Rs. 2,00,000/- towards training cost, irrespective of the internship duration.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, please bring original and photocopies of the following for verification:

- Pan Card
- Aadhar Card
- 2 Color photographs, passport size
- 10th Certificate
- 12th Certificate
- All semester mark-sheets & Degree certificate
- NOC Letter from college for Internship
- Passport (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit the copy of application to HR department within one month of your joining)

Wishing you a rewarding career with VVDN and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For VVDN Technologies Pvt. Ltd.

Name of the Intern: Bibin P S



Authorized Signatory

Signature: _____

INTERNSHIP LETTER

HR/IL/2021/07/7565

Date: 16-07-2021

Name of the Candidate : Mathew P M
Place of Joining : Kochi
Internship Start Date : July 19th, 2021

Dear Vishnu,

With reference to your interview you had with us, we are pleased to offer you the position of **Engineer** in **VVDN Technologies Pvt. Ltd** (hereinafter referred to as "**VVDN**" or "**Company**") on the following terms and conditions:

1. Upon successful completion of your Internship and submission of all necessary document of your completion of Degree, you will be given the status of a permanent employee and you will be given a CTC of Rs. 3.2 L Per Annum.
2. The internship will be for Five days a week. This is **subject to any change or requirement** that may come into force in future. Such changes will supersede all the relevant clauses mentioned in this offer letter.
3. You will be in a On the Job training period for the first 3 months from the day of your onboarding with us. During this period, if the Company finds the performance and discipline of the trainee is not satisfactory, appropriate action will be taken.
4. You will be required to execute Confidentiality Agreement, Terms and Conditions of Internship and such other documents/ undertakings/ agreements as may be required by **VVDN** from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in **VVDN** strictly confidential. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
6. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
7. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions of Internship at the sole discretion of the management.
8. **Leave:** Regular full-time employees will have planned and unplanned leaves as per the **VVDN** Leave Policy whereas if you join as an Intern/ Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis. Please refer leave policy for more details.
9. During your tenure with **VVDN**, you will be governed by the Service Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.
10. Either party can terminate this internship by intimating 30 days in advance.

11. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your internship with VVDN shall stand terminated/ cancelled without any notice.
12. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than you're On the Job Training curriculum.
13. Your email acceptance of this letter is expected within 3 days from the date of releasing the offer letter. This offer shall become void after completion of 3 days in-case no acceptance is received from the candidate.
14. As per the business requirements, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
15. Any interim voluntary or involuntary drop out cases will not be considered for any settlements and internship certificates. The internship certificate will be given for such trainees who will not be able to continue VVDN due to observed performance issues during internship
16. In any such case, where trainee wants to leave the training or absconds or performs not as per the expectations due to which his confirmation of the services doesn't happen, trainees are liable to pay the training expenses as recovery which is not only limited to the six months stipend amount but also up to a sum of Rs. 2,00,000/- towards training cost, irrespective of the internship duration.

Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

On the day of your joining, please bring original and photocopies of the following for verification:

- Pan Card
- Aadhar Card
- 2 Color photographs, passport size
- 10th Certificate
- 12th Certificate
- All semester mark-sheets & Degree certificate
- NOC Letter from college for Internship
- Passport (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit the copy of application to HR department within one month of your joining)

Wishing you a rewarding career with VVDN and welcoming you to our Pursuit of Excellence.

Yours sincerely,

For VVDN Technologies Pvt. Ltd.

Name of the Intern: Mathew P M



Authorized Signatory

Signature: _____

Fwd: Letter for offer of employment_Ospyn Technologies Pvt. Ltd-Shamila CP

1 message

Shamila cp <shakocp@gmail.com>
To: Ann Mathew ECE <annmathew@vjec.ac.in>

Mon, Mar 14, 2022 at 12:43 PM

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

From: Nithin G B <nithin.gb@ospyn.com>
Date: Thu, 25 Nov 2021 at 2:45 PM
Subject: Fwd: Letter for offer of employment_Ospyn Technologies Pvt. Ltd-Shamila CP
To: <shakocp@gmail.com>
Cc: HR Ospyn <hr@ospyn.com>

Dear Ms. Shamila CP,

It's my pleasure to extend the following offer of employment to you on behalf of Ospyn Technologies Pvt Ltd. Further to the interview and discussions you had with us, we are pleased to offer you the position of "Associate Software Engineer" in our organization from **January 3rd, 2022** as per the terms and conditions mentioned below:

Remuneration details:

Your CTC would be Rs 3,05,769 /-p.a. (Three Lakhs Five Thousand Seven Hundred Sixty Nine only).

Appointment Terms and Conditions:

1. You will sign an employment terms & conditions agreement with the company.
2. You are required to serve the company for a minimum period of TWO year from the date of joining, failing which you are liable to pay all expenses incurred on account of your training with the company.
3. At any time during your employment, if you resign from your responsibilities, you will have to give a written notice of three months.
4. This offer stays canceled if the candidate does not meet the required eligibility criteria & does not sign the employment T & C agreement.
5. The company holds the right to withdraw/revoke the offer at any point of time.
6. Your position may also require travel to other locations as necessary to fulfill your job responsibilities.

Working Hours:

OSPYN's Work time: 8.30 AM to 6.00 PM. Weekdays: Monday to Friday

Work time & holidays at client location : As per the client site schedules.

Dress Code : Smart Casuals from Monday to Friday.

Formal wears are applicable in the below mentioned situation:

Associates who are working at the Client sites

During a client visit at office premises (an intimation on this will be sent from the HR department)

During a client meeting at client location and on a case by case basis on the job requirement.

In order to complete the joining formalities, you will have to report to our office premises on 3rd January 2022. If there is any change in the date, we will be intimating you in advance.

There will an Induction training, Soft Skill Training & ISO Trainings from January 3rd 2022. You will also be provided with a Technology Training (online), for a period of two months, after the soft skill training. A training agreement associated with the online training program will be provided to you as part of your joining formalities. **During this training period, your salary will be 50% of the CTC.** You will have multiple assessments throughout the training period. Please note that your allocation to the departments as Associate Software Engineer or Associate Software Engineer-QA (Testing) shall be based on your assessment scores.

Our technology stack is as follows:

Foundation - Java 8, Servlets, JSP, JDBC, SQL

Back end - Spring, Spring Boot, Spring MVC, Hibernate

Front end - HTML 5, JavaScript, CSS, JQuery, React.js

Others - Rest API, Log4j

Tools - Eclipse, SVN

Advanced - AWS, ML, AI

Scanned copy of documents :

Scanned copies of the below mentioned documents are to be emailed by **November 29, 2021** for employment verification process.

- Education certificates (10th, +2, graduation, post graduation, mark list till date etc.)
- Experience Letter (if any)
- Address Proof (Voters ID)
- PAN Card copy (mandatory)
- Passport copy
- Passport size photo (for Employee ID card purpose)
- Aadhaar card (mandatory)

Submission of documents at the time of joining :

At the time of joining the following documents in original along with a photocopy of each should be submitted to the HR department for the purpose of verification:

1. Updated Resume
2. Date of Birth Proof (One of the following : Aadhaar, Birth Certificate, Xth Mark list, Passport, Pan Card, Driving License)
3. Photo ID (One of the following : Aadhaar, Driving License, Passport, PAN Card)
4. Address Proof (One of the Following : Passport, Driving License, Aadhaar, Ration Card)
5. Academic : Most Recent & Highest Qualification Certificate , XIIth , Xth Mark list Copies till date
6. Experience Letter (if any)
7. Recent 3 Passport size Photographs
8. Copy of Current Passport (mandatory). If you don't have one currently, you should submit within 3 months of joining.

Please note that the Employment Letter and Non Disclosure Agreement will be handed over at the time of your joining. If you are accepting the offer letter, kindly acknowledge this email on or before **November 26, 2021**.

We look forward to an enduring relationship with you.

In case you have any comments or queries, please feel free to drop an mail to hr@ospyn.com

*Kindly mention your complete address in the acknowledgement mail and also state whether you possess a functional laptop/PC. If yes, you are requested to use that for a short period till a new laptop is provided by the company.

Thanks & Regards



Nithin GB

HR Executive

Ospyn Technologies Pvt. Ltd.
408, 4th Floor, Thejaswini, Technopark,
Trivandrum, Kerala - 695 581, India
Mob : +91 9747344175 | Off : +91 471 667 7000
OspynDocs : CSP | BPM | DDFS | DMS

DISCLAIMER: This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this email.

WARNING: The company accepts no liability for any damage caused by any virus transmitted by this email.

shamila cp.pdf
39K

APPENDIX - I

Salary Details of Ms. Shamila CP

Your total earning potential is structured as per the details given below:

Component	Annual Amount (in Indian Rupees)	Remarks
Basic Salary	120000	Paid Monthly
HRA	48000	Paid Monthly
Special Allowance	74900	Paid Monthly
Telephone & Internet Reimbursement	12000	Paid Monthly
Conveyance allowance	19200	Paid Monthly
Provident Fund	23400	Employer's contribution
Medical Insurance***	2500	Paid Monthly. Eligible from Jan 2022 onward
Provision of Gratuity*	5769	Paid as per provision of Gratuity Act
CTC	305769	

Note: the above structure is with effect from your actual date of joining and may change (without affecting the net amount) as and when the company decides on such matters as policy. The above salary details are strictly confidential and should not be shared with anybody within or outside Ospyn.

* You will be entitled with Gratuity as per the Act

***Medical Insurance : A floater cover of Rs. 2,00,000/- for self (deducted from CTC - applicable from Jan 2022 onward)

Date: September 30th, 2021

To,

Aswathi Girish
Subject: Internship Letter

Dear Aswathi,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd.** Your work is scheduled to start from **11th October, 2021** for a period of 6 Months. During this period, you will get paid Rs. 20,000/month (Rupees Twenty Thousand Only) and you will be working as an '**Inside Sales Manager**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get 10,000/- Rupees as incentive based on your monthly performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- After the successful completion of 6 months' internship period, you are eligible to get 30,000/- Rupees per month as a gross pay.
- You need to serve 30 days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited



Dev Bisht
Director - Human Resources

ECE

Regd. Office:
Intel Technology India Pvt. Ltd.
Campus 4B, ECOSPACE
Outer Ring Road, Bellandur
Bengaluru 560103
India.

Tel: +91-80-2605 3000
FAX: +91-80-2605 5357
www.intel.in



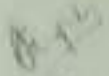
Monday, March 8, 2021

To Whomsoever It May Concern

This is to certify that AMRUTHA NANUKUTTAN (Employee Number: 12009739) is working in our company since Feb 22 2021 as a Exempt Tech Contract Employee .

Thanking you,

for Intel Technology India (P) Ltd


Authorized Signatory
Anjali Rao

This is a computer generated letter and hence does not require company seal.

ECE

Regd. Office:
Intel Technology India Pvt. Ltd.
Campus 4B, ECOSPACE
Outer Ring Road, Bellandur
Bengaluru 560103
India.

Tel. +91-80-2605 3000
FAX: +91-80-2605 5357
www.intel.in



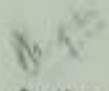
Monday, March 8, 2021

To Whomsoever It May Concern

This is to certify that VISHNU PRASAD (Employee Number: 12010377) is working in our company since Feb 22 2021 as a Exempt Tech Contract Employee .

Thanking you,

for Intel Technology India (P) Ltd


Authorized Signatory
Anjali Rao

This is a computer generated letter and hence does not require company seal.

LETTER OF INTENT - HCL TSS TRAINING PROGRAM

Date: July 07,2021

ADMISSION TO HCL TSS TRAINING PROGRAM

REFERENCE ID – PRO-HCL/TSS-NOI/0721/036

ADDRESS: Karimbil House,Kannur,Kerala,670631

Dear Deepthi Joseph,

HCL Training & Staffing Services Private Limited, (hereinafter referred to as "HCL" or "Company"), is pleased to offer you an admission into the 6 months Training Program commencing tentatively on August 16,2021 and training will be conducted at the nearest HCL office or in Virtual mode.

The Training Program comprises of Class Room Training that involves job-readiness skills training. Owing to the current circumstances training may be imparted through online mode or physical mode as per the conditions. The Training Program structure and curriculum is as follows:

The Training Program structure and curriculum is as follows:

- a) The Training Program consists of classroom sessions, practice labs, online learning, assignments, projects, assessments and incidental training components.
- b) The curriculum of the Training Program shall include, but is not limited to, content and activities designed to develop technical, professional and communication skills relevant for entry level roles.
- c) The Training Program is an intensive one and would require you to adhere to training schedules on a regular basis. You are expected to adhere to training timings of HCL TSS.

Admission to the Training Program is subject to the terms and conditions as laid down below:

1. You should secure a minimum of 65% marks in graduation examination ((i.e. B.E/B.Tech/MCA/M Sc). Your training will begin post declaration of your result.
2. Please note that this admission offer is provisional and subject to payment of full Training Program fee, verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form. This letter supersedes all past communications on this subject.
3. In case of delay in your university result due to COVID-19 you shall be granted provisional admission and your training would begin. Such admission shall be subject to your university result meeting the minimum eligibility criteria. In case upon declaration of result, you do not meet the eligibility criteria your admission would stand revoked and any fee paid by you shall be refunded by HCL.
4. Further, you shall submit the graduation final year / semester exam mark sheet, within 15 days of declaration of result. In case the same are not submitted within 45 days from start of classroom training, for purpose of Company records and to the bank in case bank loan is availed, your admission would stand revoked without any prior notice.
5. The program fee of **INR 1,77,000 /*- (Program fee Rs. 1,50,000/- + Rs. 27,000/- tax)** needs to be deposited prior to the commencement of the Training Program. The initial fee of **INR 35,400** to be

HCL

deposited in the below mentioned account and the remaining amount of **INR 1,41,600** to be deposited before the commencement of the Training Program.

- a) **NEFT Transfer:** to the credit of **Noida**
Account no. – 915020029984575
Bank Name – AXIS BANK LTD
IFSC Code – UTIB0001788
Mention in remarks - Provisional Offer Letter Reference ID
- b) **Demand Draft:** in favour of **HCL TRAINING AND STAFFING SERVICES PRIVATE LIMITED,**
Payable at Noida.

You are requested to email the scanned copy of your NEFT Transaction ID at engofferletter@hcl.com and call the HCL TSS **recruitment counsellor @ 9910155808** to inform us about the payment details or any other additional information that you or your parents may require about HCL.

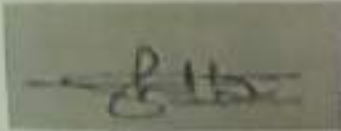
Kindly get in touch with us with your academic and professional documents meeting the above-mentioned criteria, post which this letter will be Null and Void.

In case of your non-eligibility for the Training Program based on any of the above criteria the token money of INR 35,400 will be refunded to you.

The detailed terms and condition of admission to the Training Program will be provided to you prior to the commencement of the Training Program subject to the above stated terms and conditions.

This letter supersedes all past communications on this subject.

With Best Wishes



Srimathi Shivashankar
Program Director

HCL

LETTER OF INTENT – HCL TSS TRAINING PROGRAM

Date: August 12,2021

ADMISSION TO HCL TSS Training Program

REFERENCE ID – HCL/TSS-CHN/0821/042

Dear Vignesh km,

Address: Vignesh Nivas macheri Mowancheri Kannur 670613

HCL Training & Staffing Services Pvt Ltd, (hereinafter referred to as “Company”) is pleased to offer you an admission into the **6 months Training Program** commencing on **August 20,2021** at the nearest HCL office or in Virtual mode.

The **6 months** training program comprises Classroom Training that involves job-readiness skills training. Owing to the current circumstances, training may be imparted through online mode or physical mode as per the conditions or Government guidelines.

Enrolment to the Training Program is subject to the terms and condition as laid down below:

- a) The program fee of **INR 1,77,000 /*- (Program fee Rs. 1,50,000/- + Rs. 27,000/- tax)** is required to be deposited as per one of the below payment modes

Payment schedule	Amount
Payment Option 1: Self Payment	
Initial payment (within 3 days of receipt of Offer Letter Before Training Start	INR 35,400/- INR 1,41,600/-
Total *(inclusive of taxes)	INR 1,77,000
Payment Option 2: Bank Loan	
Initial payment (within 3 days of receipt of Offer Letter Sanction letter and loan disbursement by Bank (within day 45 of CRT)	INR 35,400/- INR 1,41,600/-
Total *(inclusive of taxes)	INR 1,77,000

- Once the bank approves the loan of the candidate, the sanction letter is to be submitted.
- In case the bank does not approve the loan or the candidate is not able to pay the complete fee for any other reasons by day 45 of the CRT, the admission would be withdrawn without any prior notice and any fee paid by the student would be refunded.
- Payments to be deposited into the bank account details mentioned in Annexure 1

HCL TRAINING & STAFFING SERVICES PVT. LTD.

Corporate Identity Number: U74140DL2015PTC281555

Registered Office: B06, Siddharth, 95, Nehru Place, New Delhi-110019, India.

T +91 11 26444512, 25282779

www.hcltechsolutions.com, www.hclfirstcareers.com

- b) Please note that this admission offer is provisional and subject to payment of full Training Program fee, verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form. This letter supersedes all past communications on this subject.
- c) In case of delay in your university result due to COVID-19 you shall be granted provisional admission and your training would begin. Such admission shall be subject to your university result meeting the minimum eligibility criteria. In case upon declaration of result, you do not meet the eligibility criteria your admission would stand revoked and any fee paid by you shall be refunded by HCL.
- d) Further, you shall submit the graduation final year / semester exam marksheet, within 15 days of declaration of result. In case the same are not submitted within 45 days from start of classroom training, for purpose of Company records and to the bank in case bank loan is availed, your admission would stand revoked without any prior notice.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' and emailing it to us at engofferletter@hcl.com within **3 working days** of the receipt of this letter/communication.

For Further Clarifications kindly visit : www.hclfirstcareers.com

The detailed terms and condition of admission to this Training Program is outlined in **Annexure 1.**

Welcome to HCL TSS!

With Best Wishes



Srimathi Shivashankar
Program Director

HCL

ECE

LETTER OF INTENT - HCL TSS TRAINING PROGRAM

Date: July 09,2021

ADMISSION TO HCL TSS TRAINING PROGRAM

REFERENCE ID – PRO-HCL/TSS-NOI/0721/059

ADDRESS: Thannickal, Upper Bela, Kasargod, Kasargod, Kerala, 671321

Dear Kavya Prasad,

HCL Training & Staffing Services Private Limited, (hereinafter referred to as "HCL" or "Company"), is pleased to offer you an admission into the **6 months Training Program** commencing tentatively on **August 16,2021** and training will be conducted at the nearest HCL office or in Virtual mode.

The Training Program comprises of Class Room Training that involves job-readiness skills training. Owing to the current circumstances training may be imparted through online mode or physical mode as per the conditions. The Training Program structure and curriculum is as follows:

The Training Program structure and curriculum is as follows:

- a) The Training Program consists of classroom sessions, practice labs, online learning, assignments, projects, assessments and incidental training components.
- b) The curriculum of the Training Program shall include, but is not limited to, content and activities designed to develop technical, professional and communication skills relevant for entry level roles.
- c) The Training Program is an intensive one and would require you to adhere to training schedules on a regular basis. You are expected to adhere to training timings of HCL TSS.

Admission to the Training Program is subject to the terms and conditions as laid down below:

1. You should secure a minimum of 65% marks in graduation examination ((i.e. B.E/B.Tech/MCA/M Sc). Your training will begin post declaration of your result.
2. Please note that this admission offer is provisional and subject to payment of full Training Program fee, verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form. This letter supersedes all past communications on this subject.
3. In case of delay in your university result due to COVID-19 you shall be granted provisional admission and your training would begin. Such admission shall be subject to your university result meeting the minimum eligibility criteria. In case upon declaration of result, you do not meet the eligibility criteria your admission would stand revoked and any fee paid by you shall be refunded by HCL.
4. Further, you shall submit the graduation final year / semester exam mark sheet, within 15 days of declaration of result. In case the same are not submitted within 45 days from start of classroom training, for purpose of Company records and to the bank in case bank loan is availed, your admission would stand revoked without any prior notice.
5. The program fee of **INR 1,77,000 /+ (Program fee Rs. 1,50,000/- + Rs. 27,000/- tax)** needs to be deposited prior to the commencement of the Training Program. The initial fee of **INR 35,400** to be

HCL

deposited in the below mentioned account and the remaining amount of **INR 1,41,600** to be deposited before the commencement of the Training Program.

- a) **NEFT Transfer:** to the credit of **Noida**
Account no. – 915020029984575
Bank Name – AXIS BANK LTD
IFSC Code – UTIB0001788
Mention in remarks - Provisional Offer Letter Reference ID
- b) **Demand Draft:** in favour of **HCL TRAINING AND STAFFING SERVICES PRIVATE LIMITED,**
Payable at Noida.

You are requested to email the scanned copy of your NEFT Transaction ID at engofferletter@hcl.com and call the HCL TSS **recruitment counsellor @ 9910155808** to inform us about the payment details or any other additional information that you or your parents may require about HCL.

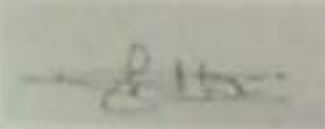
Kindly get in touch with us with your academic and professional documents meeting the above-mentioned criteria, post which this letter will be Null and Void.

In case of your non-eligibility for the Training Program based on any of the above criteria the token money of INR 35,400 will be refunded to you.

The detailed terms and condition of admission to the Training Program will be provided to you prior to the commencement of the Training Program subject to the above stated terms and conditions.

This letter supersedes all past communications on this subject.

With Best Wishes



Srimathi Shivashankar
Program Director

HCL

QSpiders Campus Connect-Incubation Final Selects 2021 Batch

Devika Rani <devikarani.l@qspiders.com>

28 May 2021 at 16:02

To: principal@vjec.ac.in, tpc@vjec.ac.in

Cc: varshavinodkk98@gmail.com, nishavarsha2728@gmail.com, shabreena486@gmail.com, meghamahesh99@gmail.com, anaghapremaraj17@gmail.com, angelanto111@gmail.com, neubinsebastian01@gmail.com, jismathew2017@gmail.com, amithkantj00@gmail.com, keerthanavinod02@gmail.com, nirmalzechariah@gmail.com, amaljithpknam1@gmail.com, vimalp1020@gmail.com, anusreepradeep005@gmail.com, devikanarayanan11@gmail.com, akshaymanoj04@gmail.com, 7adarshhareendran@gmail.com

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch.

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

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

We would courier the Hard copy of offer letter to college directly.


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

Regards

Devika

9513684738

Qspiders Campus Connect Team.

 **Kerala Vimal Sel 2021.xlsx**
11K

Candidate Name	Mobile Number
varsha k k	7558879739
Shabreena M	8606380389
Megha Mahesh	9589331481
Anagha Premaraj	9496145558
Angel Anto	8078335597
Neubin Sebastian	9495402301
Jis Mathew	9447633851
Amith Kanth P V	8547883191
Keerthana Vinod	7594946428
NIRMAL ZECHARIAH SAMUEL	8078344035
Amaljith P K	9544577012
Vimal P	9496621438
ANUSREE K	9207528624
Devika K	8078448628
Akshay M	8078459649
Adarsh Hareendran	7356493615

JohnSoft Systems

AP XI/91, Vellad P. O., Alakode, Kannur - 670571, Kerala, India
Phone: +91-0448905350. Email: prince@johnsoftsystems.com

OFFER LETTER

27/07/2021

JohnSoft Systems,
AP XI/91, Vellad P.O.,
Alakode, Kannur - 670571

Dear Athulya Vincent,

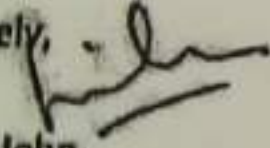
I am very pleased to offer you a position of Software Engineer at JohnSoft Systems. This is a full time position. A detailed job description is attached to this letter for your reference.

You are required to ensure you obtain medical reports of your fitness before the first day of work.

If you agree to accept this offer of employment, please sign and return one copy of this letter to us.

I look forward to work with you.

Sincerely,


Prince John,
Technical Director.



Bangalore Office: #227 12th Cross, HBR Telecom Layout, HBR 5th Block, Kalyan Nagar P. O.
Bangalore - 5600043, India

JohnSoft Systems

AP XI/91, Vellad P. O., Alakode, Kannur – 670571, Kerala, India
Phone: +91-9448905380. Email: prince@johnsoftsystems.com

OFFER LETTER

27/07/2021

JohnSoft Systems,
AP XI/91, Vellad P.O.,
Alakode, Kannur – 670571

Dear Nithin Tom,

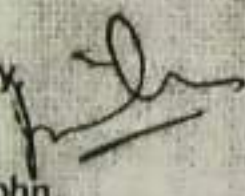
I am very pleased to offer you a position of Software Engineer at JohnSoft Systems. This is a full time position. A detailed job description is attached to this letter for your reference.

You are required to ensure you obtain medical reports of your fitness before the first day of work.

If you agree to accept this offer of employment, please sign and return one copy of this letter to us.

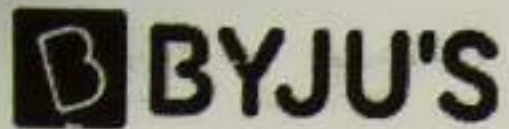
I look forward to work with you.

Sincerely,


Prince John,
Technical Director.



Bangalore Office: #227 12th Cross, HBR Telecom Layout, HBR 5th Block, Kalyan Nagar P. O.
Bangalore - 5600043, India



Offer Letter

Ms. Sandra Venugopalan

Date: Friday, July 16, 2021

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Trainee - Mentoring on following terms and conditions:

Offer Details:

Designation:	Trainee - Mentoring
Department:	User Experience (51000011)
Employment Type:	Trainee
Date of Joining:	Friday, July 23, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-	
Fixed Compensation:	500000 INR
Variable Compensation:	100000 INR
Variable Pay Frequency:	Annual

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Friday, July 23, 2021, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing. Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorised signature.

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Employee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

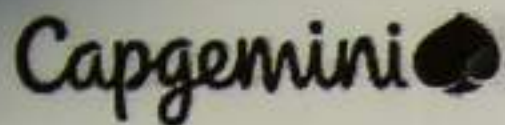
Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company. All Think & Learn Pvt. Ltd., employees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

Annexure B

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet-All semester mark sheet
4. Graduation/Post Graduation-Degree Certificate (Provisional Certificate/Course Completion Certificate for Trainees)
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

This is system generated offer letter and does not require authorised signature.



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: 790152

Letter of Intent ("LOI")

Dear Anagha Premaraj,

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

It is very essential that you effectively leverage this platform to complete the courses and clear

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

Upon joining Capgemini,

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

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

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

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

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

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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

ANNEXURE 1

Anagha Premaraj
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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 Page 3 of 3



30-Aug-2021

Dear Hrishika C,
B.Tech, Electronics & Communication Engineering
Vimal Jyothi Engineering College, Kannur

Candidate ID – 17786013

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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 note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

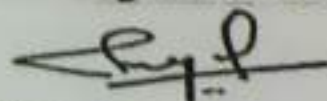
3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Hrishika C

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

ECE

Offer Letter

12-02-2021

Hrishika C
Vimal Jyothi Engineering College,
Chemperi, Kannur.

Dear Hrishika C,

We would like to congratulate you on being selected as Intern - Trainee Engineer position with Technologies Global Pvt. Ltd, effective 01-09-2021. The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding!!

Your major internship program will include **Hardware Design & Development, Embedded C Programming, Communication Protocol and Interfacing Modules**. Duration of the internship approximately will be 2-3 months.

As discussed during the selection process, this is an unpaid academic internship during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between college education and the fundamental requirements of industry.
4. Placement assistance will be provided on fulfilment of following terms & Condition mentioned in this document.

Terms and conditions:

1. Intern will maintain a regular internship schedule and attendance determined by the supervisor.
2. Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Intern will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Intern will furnish his/her supervisor with all necessary information pertaining to his/her unpaid internship, including related assignments and reports.
5. Under no circumstances will Intern leave the internship without first conferring with intern's supervisor.
6. Company is not liable for injury sustained or health conditions that may arise for the intern during the course of the internship.
7. Company may at any time terminate the intern on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.



Offer Letter

8. Your internship will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
9. Just qualifying to be part of Internship program will not guarantee the employment unless the participants clear the post internship industry oriented assessment & following mandatory performance parameters
 - a. Internship attendance : 100%
 - b. Assignment rating : 80%+ (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
10. Based on the post assessment result Technologics Global will either hire for internal requirement or for our client companies.
11. During the time of posting candidates should take the responsibility of negotiating all service level agreements effectively with employers.

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

Please review, sign and mail to confirm acceptance.

Intern

Chish

Date

For Company

Title



TECHNOLOGICS
Global Pvt Ltd

EEt



APPOINTMENT LETTER

September 20, 2021

Dear Anandapadmanabhan M,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Anandapadmanabhan M

Position: Project Engineer

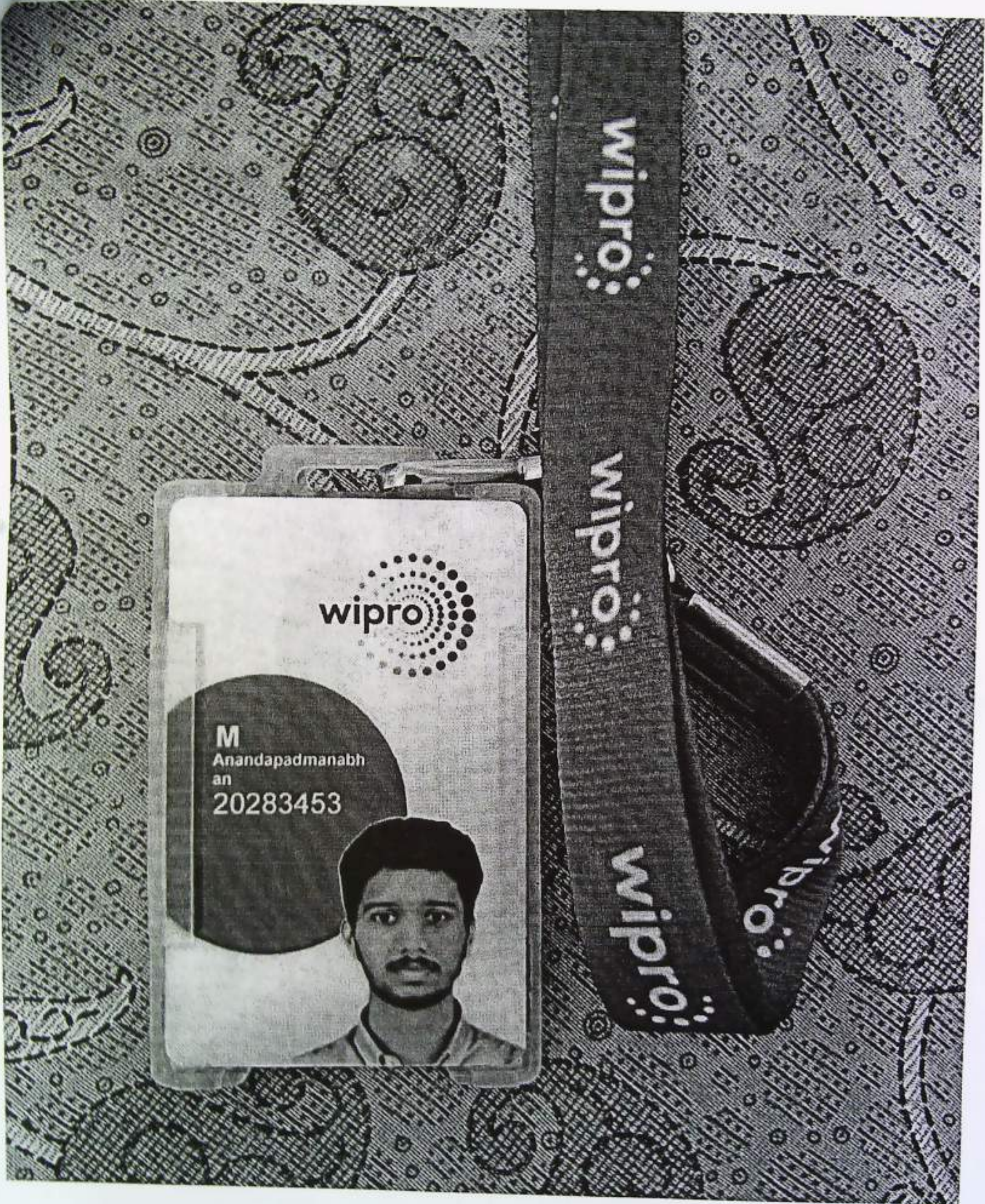
Career Group: TRB - II

You shall receive salary as detailed below.

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

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.



M
Anandapadmanabh
an
20283453





APPOINTMENT LETTER

February 15, 2022

Dear SHABREENA. M,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to pay** to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program (PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

SHABREENA. M, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: SHABREENA. M

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV

ANJU VINOD M
Bangalore

Sub: Offer of Offer

Dear ANJU,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Tester I - Semiconductor Product Validation", T1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.300,000.00/- (Rupees Three Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of the aforementioned items belonging to your previous employer/s.

This offer will be valid till 04/03/2022. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 04/03/2022. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

ST

automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 04/03/2022. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Director HR

ANJU, VINOD M

Execution by the Employee:

I, ANJU VINOD M, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

ST

Annexure 1 (A)

Name: ANJU VINOD M,
Designated as: "Tester I - Semiconductor Product Validation"

Components	Monthly Salary	Annual
Basic Salary	7,500.00	90,000.00
House Rent Allowance	3,750.00	45,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,500.00	18,000.00
Other Allowance	9,875.00	118,500.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	375.00	4,500.00
Variable Pay		0.00
Cost to the Company (CTC)		300,000.00

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

U
S
T



Anju
Vinod

218909

9th Floor, Crescent 1, Prestige Shantiniketan
Whitefield, Bangalore 560066

ust.com



ENGINEERS | CONSULTANTS



Bijith Binoy
MEP Engineer

ID No : NW005
Email : bijithbinoy@gmail.com
Phone : 9846788032

ACADEMIC CONSULTANT OFFER LETTER

Greetings,

Dilnet Sajeev

Date - 01/07/2021

Avodha Edutech Private Limited which fully owns Avodha ("Company") is delighted to offer you employment on the following terms:

1. Position and Date of joining: Your position in the company will be that of an Academic Consultant, after successful completion of the training program. You will join the company as a Trainee Academic Consultant on 01/07/2021.
2. Reporting and Employment Location: You will initially report to GM Sales. Your initial employment location will be in Wayanad. The Company reserves the right to change your reporting manager or your employment location, based on business requirements.
3. Compensation: Your total compensation is divided between a fixed component and a variable-pay component. The fixed component is Rs. 1,00,000 per annum, paid monthly. You can earn enrollment-based incentives every week. This amount of weekly incentives can go up to 28.5% percent of the generated revenue. For example, if you generate a revenue of Rs. 1,00,000 in a week, you can earn incentives up to Rs. 28,500 for that week (i.e., 28.5% of Rs 1,00,000). Your incentive plan is only activated after you bring in a minimum of 15 enrollments, no incentive is provided for the revenue brought in via the first 15 enrollments. Please note that the Company's salary structure and your targets may be amended, based on the business requirements of the Company and the same shall be conveyed to you. In case you do not meet the prescribed target you will not be provided with the salary of the respective month and instead will be provided with an incentive that equals 28.5 percent of the total revenue.

01/07/2021

Salary Breakdown

Name - Dilnet Sajeev

Designation - Trainee Academic Consultant

Date of Joining - 01/07/2021

The Account Details provided by you is -

Account Number - 40152101039346

IFSC Code - KLGB0040152

Bank Branch - Maruthonkara

Bank Name - Kerala Gramin Bank

If you feel the above account details are incorrect, please inform us via hr@avodha.com at the earliest since all payments will be made to the above mentioned account number provided by you.

Category	Component	Monthly	Yearly
Taxable	Basic	8,000	96,000
Taxable	HRA	2000	24,000
Taxable	Children Education Allowance	NA	NA
Taxable	Statutory Bonus	NA	NA

Taxable	Special Allowance	NA	NA
Taxable	LTA(!)	NA	NA
Reimbursements	Professional Training and Development	NA	NA
Reimbursements	Books and Periodicals	NA	NA
Gross Salary		10,000	1,20,000
Retirals	PF Contribution (employer)	NA	NA
Retirals	ESIC Contribution (employer)	NA	NA
Base-Cost-to-Company (CTC)		10,000	1,20,000
Deductions	PF Contribution (employer)	NA	NA
	ESIC Contribution (employer)	NA	NA
	Professional Tax (2)	NA	NA
Net Pay before Tax		10,000	1,20,000

(1) Tax deduction will be based on documents and bills submission

JAISE JOSE

Service/Sales
Engineer



Phone no:
9995056511

Employee ID:
SEID0022

Date of Birth:
13 January 2000

Blood Group:
B+

Email ID:
sm@smartechelevators.com



Peoff Building,
[Address]
[City] P.O.,
[Pin Code]



EMPLOYMENT OFFER LETTER

Capgemini Ref: 5163323 /1018286.

11/09/2021,

Joysa S Janan
SAIKHATAM,VADAKUMBAD,
KASARAGOD ,Kerala,
India

Confidential

Dear Joysa S Janan,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 11/11/2021 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Analyst/A4
- B) You will be required to work at the Company's offices in location Mumbai
- C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Annexure - A

Joysa S Janan

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00

Annexure - B

Joyaa S Janan

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

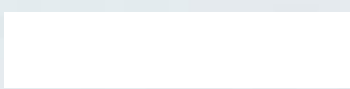
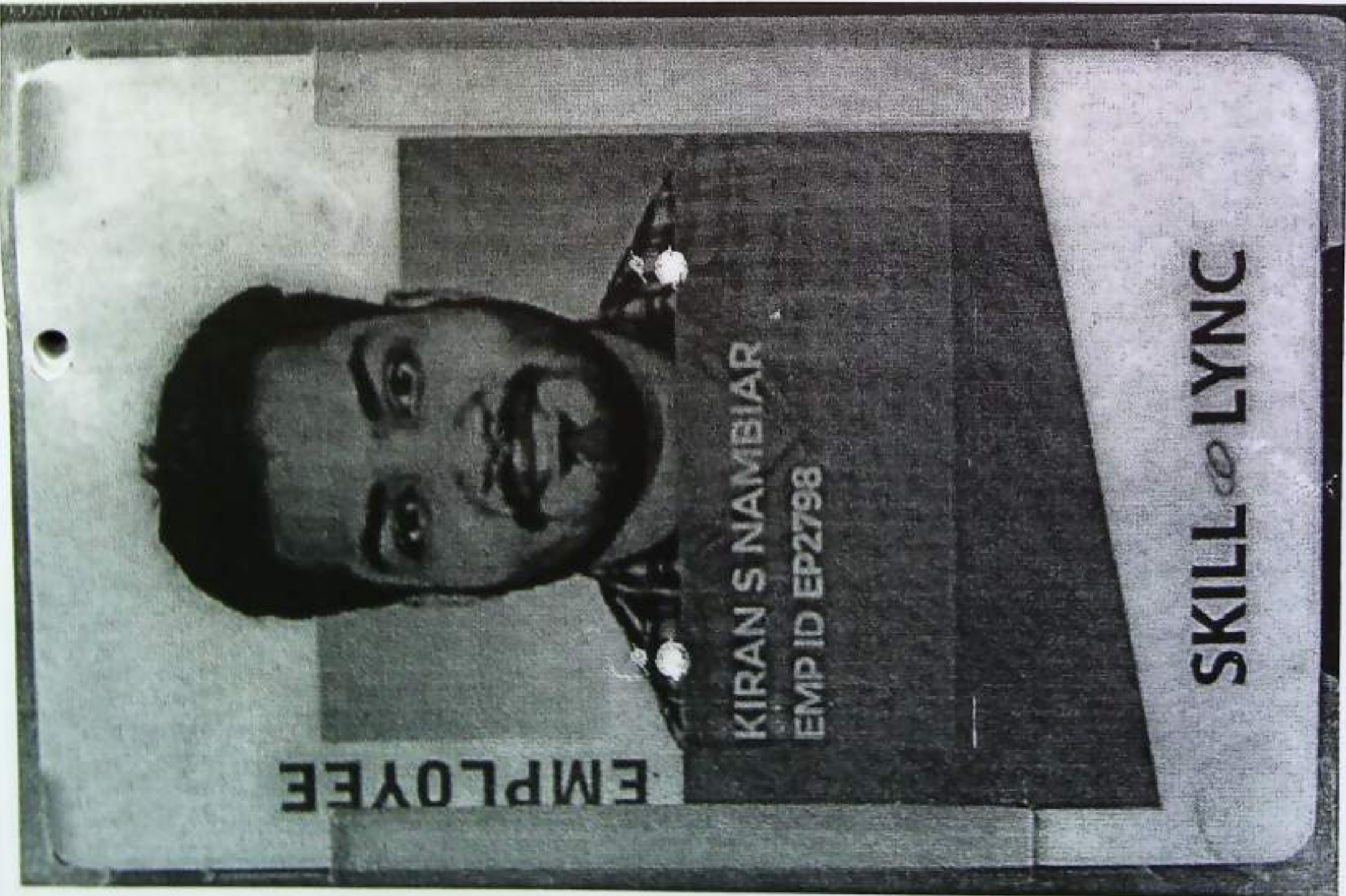
Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs108,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs.14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.341,940.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
Total Fixed Compensation	Rs.31,017.00	Rs.372,204.00
Total Cash Compensation	Rs.31,017.00	Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00



JOYSA S JANAN

IN0484615766704

Emergency No : 1800 267 4001



Letter of Intent

Doc Ref. No.: QO20210066

Date of Issue: 29th October 2021

Dear NIRMAL ZECHARIAH SAMUEL ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,
Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; F: [REDACTED] Email: info@quest-global.com
om



***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

**Annexure - I
Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (CTC)		3,00,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,
Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103
Ph: +91-80-67090000 Fax: +91-80-67093200; Email: info@quest-global.com

al.com

Offer Letter

Mr. Nirmal Zechariah Samuel

Date: Friday, July 16, 2021

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.

We are pleased to offer you the position of Trainee- Mentoring on following terms and conditions:

Offer Details:

Designation:	Trainee- Mentoring
Department:	User Experience (51000011)
Employment Type:	Trainee
Date of Joining:	Friday, July 23, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-	
Fixed Compensation:	500000 INR
Variable Compensation:	100000 INR
Variable Pay Frequency:	Annual

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

are requested to join the services of the Company not later than Friday, July 23, 2021, failing which you may consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing. Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorised signature.

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Employee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company. All Think & Learn Pvt. Ltd., employees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

Annexure B

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Degree Certificate (Provisional Certificate/Course Completion Certificate for Trainees)
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

This is system generated offer letter and does not require authorised signature.

Offer Letter

12-02-2021

Nirmal Zechariah Samuel
Vimal Jyothi Engineering College,
Chemperi, Kannur.

Dear Nirmal Zechariah Samuel,

We would like to congratulate you on being selected as Intern - Trainee Engineer position with Technologics Global Pvt. Ltd, effective 01-09-2021. The whole team of Technologics Global Pvt. Ltd. is excited about your on-boarding!!

Your major internship program will include Hardware Design & Development, Embedded C Programming, Communication Protocol and Interfacing Modules. Duration of the internship approximately will be 2-3 months.

As discussed during the selection process, this is an unpaid academic internship dUring which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between college education and the fundamental requirements of industry.
4. Placement assistance will be provided on fulfillment of following terms & Condition mentioned in this document

Terms and conditions:

1. Intern will maintain a regular internship schedule and attendance determined by the supervisor.
2. Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Intern will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Intern will furnish his/her supervisor with all necessary information pertaining to his/her unpaid internship, including related assignments and reports.
5. Under no circumstances will Intern leave the internship without first conferring with intern's supervisor.
6. Company is not liable for injury sustained or health conditions that may arise for the intern during the course of the internship.
7. Company may at any time terminate the intern on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.



TECHNOLOGICS
Global Pvt. Ltd.

Offer Letter

8. Your internship will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
9. Just qualifying to be part of Internship program will not guarantee the employment unless the participants clear the post internship industry oriented assessment & following mandatory performance parameters
 - a. Internship attendance : 100%
 - b. Assignment rating : 80% (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
10. Based on the post assessment result Technologies Global will either hire for internal requirement or for our client companies.
11. During the time of posting candidate should take the responsibility of negotiating all service level agreements effectively with employers.

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

Please review, sign and mail to confirm acceptance.

Intern

For Company

Date

Title



TECHNOLOGICS
Global Pvt Ltd

October 9, 2021

HRD/3T/1002132874/21-22

Mr. Anandapadmanabhan M
Kausthubham
Naduvanadu, Naduvanadu PO
Kannur-670702
India

Ph: +91-9072465478

Dear Anandapadmanabhan,

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

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown

Digitally signed by Richard Lobo
Date: 2021.10.09 17:26:13 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

October 9, 2021

HRD/1002132874/21-22

Mr. Anandapadmanabhan M
Kausthubham
Naduvanadu, Naduvanadu PO
Kannur-670702
India

Ph: +91-9072465478

Dear Anandapadmanabhan,

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:

Joining

Your scheduled date of employment with us will be **04-Nov-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

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 2020-21. 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.

ANNEXURE - II
(Compensation post Unit allocation)

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

February 17, 2022

HRD/3T/1002855280/21-22

Ms. Nithya John
Vellamkuzhiyil House, Manathana P.O
Madappurachal
Kannur-670674
India

Ph: +91-9037791162

Dear Nithya,

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: 2022.02.17 20:25:01 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

February 17, 2022

2855280/21-22

Nithya John
Amkuzhiyil House, Manathana P.O
Madappurachal
Kannur-670674
India

Ph: +91-9037791162

Dear Nithya,

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:

Timing

Your scheduled date of employment with us will be **28-Feb-2022**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

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

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

Yours sincerely,

RICHARD LOBO
VP 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: _____, 20____

Sign your name

Print your full Name

Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.02.17 20:25:01 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

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Nithya John		
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

December 30, 2021

1003176722/21-22

Priya M K

Mathradan House

Kanayi

Kannur-670309

India

Ph: +91-7902478582

Dear Priya,

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

Senior Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.12.30 19:27:48 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

December 30, 2021

003176722/21-22

Ms. Priya M K
Mathradan House
Kanayi
Kannur-670309
India

Ph: +91-7902478582

Dear Priya,

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:

Joining

Your scheduled date of employment with us will be **10-Jan-2022**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

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

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

Yours sincerely,

RICHARD LOBO
E 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: _____, 20____

Sign your name

Print your full Name

Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.12.30 19:27:48 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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Priya M K		
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				



Willingness to join wme consultant

1 message

Tue, 20 Sep, 2022 at 8:00 am

Commandtech HR <hrm@commandworld.com>
To: Ragi Lakshmi <ragilakshmi5@gmail.com>
Cc: COMMANDtech CAD & IT PVT LTD <contact@commandworld.com>

Dear Ms. Ragi Lakshmi

With respect to the acceptance of offer, and further successful completion of online interview with WME, one of our clients, you are directed to join our client office at Bangalore from Thursday, 22nd of September 2022. You shall abide with the client company employment terms and conditions.

Your email expresses your willingness/acceptance of your secondment with WME at a consolidated salary of Rs.30,000 (Rs. Thirty Thousand Only) per month.

Your initial contract will be for a period of 3 months and will be renewed accordingly for a period of ONE year.

Please revert with your acceptance.

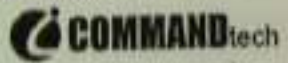
Regards

Dr. Indu Vijayan

COMMANDtech | HR MANAGER

+Email: hrm@commandworld.com

(Mobile: +91 9495830385



COMMANDtech CAD & IT PVT LTD



THINK BEFORE YOU INK

[Quoted text hidden]



stellapps
Smart Systems, Stellar Applications.

12 November 2021

OFFER LETTER

Dear Rijil T Anil,

Subsequent to the discussion we had with you we are pleased to engage you as Consultant in the role of **Field Engineer** for Ernakulam, Kerala location at Stellapps Technologies Pvt. Ltd. with anticipated start date on or before 15th November 2021.

We are confident that your contribution will help us take the organization to greater heights.

A consolidated fee of Rs. 13,889/- (Rupees Thirteen Thousand Eight Hundred Eighty Nine Only) shall be provided per month for the consulting period of 12 Months (Taxes as applicable will be deducted).

We look forward to welcoming you into Stellapps Team.

For, Stellapps Technologies Pvt. Ltd.

Keerthi Kamasamudra
Human Resources Head



📍 **Stellapps Technologies Pvt Ltd**
#3/1, 2nd Cross, Lakshmi Rd, Shanti Nagar,
Bengaluru 560027,
Karnataka, India

☎ +91 80 2223 008
✉ info@stellapps.cc
🌐 www.stellapps.cc

RADIAN HEALTH CARE

AN ISO 9001:2015 COMPANY



Rommie Roichan

Designation

Service Engineer

Emp I'd rhc/hyd/0007



www.radianhealthcare.com

8-2-3103A/5, Road NO .14, Banjara Hills
Hyderabad-500034, Tele:04023556462
E-mail:info@radianhealthcare.com



Willingness to join wme consultant

1 message

Wed, 21 Sep 2022 at 1:46 pm

Commandtech HR <hrm@commandworld.com>
To: Selma Tomy <selmatomyaug20@gmail.com>

Dear Ms.Selma

With respect to the acceptance of offer, and further successful completion of online interview with WME, one of our clients, you are directed to join our client office at Bangalore from Thursday, 22nd of September 2022. You shall abide with the client company employment terms and conditions.

Your email expresses your willingness/acceptance of your secondment with WME at a consolidated salary of Rs.30,000 (Rs. Thirty Thousand Only) per month.

Your initial contract will be for a period of 3 months and will be renewed accordingly for a period of ONE year.

Please revert with your acceptance.

Dr. Indu Vijayan

COMMANDtech | HR MANAGER

+Email: hrm@commandworld.com

(Mobile: +91 9495830385



COMMANDtech CAD & IT PVT LTD



THINK BEFORE YOU INK

[Quoted text hidden]



Offer: Computer Consultancy
Ref: TCSL/DT20206591009/Trivandrum
Date: 10/03/2021

Mr. Sidharth Rajesh P
RajaprabhaPunnakapara,
Azhikode,
Kannur-670009,
Kerala.
Tel# -

Dear Sidharth Rajesh P,

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 &

TCS Confidential
TCSL/DT20206591009

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Wing 10A, Building 248, 1st Floor, Indraprastha, Kharavela, Chennai-600 088, India
Tel: 0888 100 5000 Fax: 0888 100 5001 Email: careers@tcs.com www.tcs.com
Registered Office: Mumbai, Maharashtra, India. Phone: Mumbai: 022 021
TCS Career Services: careers@tcs.com www.tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

TCS Confidential
TCSL/DT20206591009

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Venkatesw Building-6th Floor, Balapark, Kumbakonam-70, Kanchi-682 030 India
Tel: 0434 664 5000 Fax: 0434 664 5255 Website: www.tcs.com
Registered Office: Normal Building, Anna Street, Chennai-400 021
TCS Careers Services: careers@tcs.com



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



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

K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20206591009

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kuzhupatti PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, Marine Drive, Fort, Mumbai 400 021

TCS Careers Service Line: 1800 200 2000 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Sidharth Rajesh P
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

TO WHOMEVER IT MAY CONCERN

This is to certify Ms. Pooja Rav V V who was working with Kiebot from 09th May 2022 to 31st Aug 2022. At the time of leaving she was designated as HR Officer.

During this tenure, Ms. Pooja Raj V V was seen to be dedicated to her work. We found her very active in whatever task we allotted. She is professionally sound, hard-working and devoted staff. Her performance was excellent.

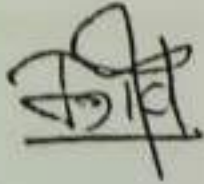
We wish her all the best in future endeavors.

Thanking You,

Date: 06.09.2022

Place: Kannur

For Kiebot Learning Solutions Pvt Ltd



Authorized Signatory

Muhammed Javad PK

CEO & HR Manager

HR Department

QSpiders Campus Connect-Incubation Final Selects 2021 Batch

Devika Rani <devikarani.l@qspiders.com>

28 May 2021 at 16:02

To: principal@vjec.ac.in, tpc@vjec.ac.in

CC: varshavinodkk98@gmail.com, nishavarsha2728@gmail.com, shabreena486@gmail.com, megmahesh99@gmail.com, anaghapremaraj17@gmail.com, angelanto111@gmail.com, neubinsebastian01@gmail.com, jismathew2017@gmail.com, amithkantj00@gmail.com, keerthanavinod02@gmail.com, nirmalzechariah@gmail.com, amaljithpknam1@gmail.com, vimalp1020@gmail.com, anusreepradeep005@gmail.com, devikanarayanan11@gmail.com, akshaymanoj04@gmail.com, 7adarshhareendran@gmail.com

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch.

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

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

We would courier the Hard copy of offer letter to college directly.


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

Regards

Devika

9513684738

Qspiders Campus Connect Team.

 **Kerela Vimal Sel 2021.xlsx**
11K

Candidate Name	Mobile Number
varsha k k	7558879739
Shabreena M	8606380389
Megha Mahesh	9589331481
Anagha Premaraj	9496145558
Angel Anto	8078335597
Neubin Sebastian	9495402301
Jis Mathew	9447633851
Amith Kanth P V	8547883191
Keerthana Vinod	7594946428
NIRMAL ZECHARIAH SAMUEL	8078344035
Amaljith P K	9544577012
Vimal P	9496621438
ANUSREE K	9207528624
Devika K	8078448628
Akshay M	8078459649
Adarsh Hareendran	7356493615

Compose

Inbox 3,332

Starred

Snoozed

Sent

Drafts 15

More

Meet

New meeting

Join a meeting

Hangouts

OC1 Nirmal Zec +

No Hangouts contacts

Qspiders reporting

? sahana.p@qspiders.com

to jestinmj110, akhileshsb123, anugrahpavi, fahmitha_17a238cs, hari:

QSpiders

Dear students

As you have selected for incubation [free training & placements] your offline reporting is scheduled for Monday 16th August at 10am

Address: 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Ext

Note-

Please carry 2 Passport size photo,

College ID Card,

Mail confirmation/ Offer letter from QSpiders

with 1 Govt ID proof.

contact : Sahana

Regards

QCC team

Thanks & Regards

SAHANA.P

7619163087

Qspiders Campus Connect Team



കേരളത്തിന്റെ ഊർജ്ജം

**KERALA STATE
ELECTRICITY BOARD LIMITED**



AMAL KRISHNA
(Graduate Apprentice)

S. Sulekha
Assistant Engineer
(AE)

ME

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear Adarsh Hareendran,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

All the time we noticed that with Salesforce ecosystem growing, there was a strong need for skilled developers. As part of this **Fingertipplus Technologies Pvt Ltd in association with BLAZEWELL Technologies LLP** crafted the Salesforce Development Training Program to find the sharp minds and enable them to work in the most demanding technology in the world.

- An opportunity to be involved in the cutting edge of Technology
- Friendly and productive work environment where you are empowered to do your job
- Outstanding opportunities for promotion and accelerated careers

We expect that we will have a mutual, fruitful and long-lasting association. For your reference, the terms and conditions of employment are as follows:

Earnings

Your total Cost to Company is **Rs. 1,80,000/-** (Rs. One Lakh Eighty thousands only) per annum. These earnings will be applicable only after successful completion of the Training & the selection from the Technical evaluation. You will be eligible for the appraisal cycle from the date of joining, after which your Cost to Company will be revised. Your earnings may comprise Annual Base Salary, Flexible Benefits, Performance Linked Incentive and Holiday, Vehicle Lease, Provident Fund and Gratuity and such other components that the Company may decide from time to time. The Company will pay/make contributions for all statutory benefits as applicable.

Employment Duties/Location

You will be initially employed in the position of **"Software Trainee"** and you will initially report to the Manager of the Company or any person he or she the Company may designate. Your place of work will initially will be located in **Block D, Vishnu Residency, Near Narayana School, Thubrahalli Village, Varthure Hobli, Bangalore, KA 560066.**

By signing the offer letter, you agree that you will continue with the company for 18 months from the date of confirmation of the employment which is provided by the company on successful completion of the Salesforce Development Training Program. If you leave the company before 18 months from the employment confirmation date you will have to pay penalty of one lakh for breaking the contract.

You may be required to work at such other locations in India or abroad as the Company may from time-to-time desire during your employment with the Company. The Company reserves the sole and absolute right to transfer you to any other department or sister concern of the Company, which may come into existence. The Company does not guarantee the continuation of any perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies of the Company existing at that

time. However, any such transfer will ensure that your remuneration is not adversely affected. You hereby agree that, during the period of employment under this Agreement, you will diligently and loyally devote all of your professional skills, time, energies and best efforts to the performance of your duties on behalf of the Company.

Your initial responsibilities, as from time to time established by the Company in its discretion and will not be limited to the job description document if any given to you at the time of interview.

Conditions of this Offer:

This offer is effective from 6 months onwards from the date of joining for the Salesforce Development Training Program subject to the following.

- 1) Completed the training with 90% attendance.
- 2) Completed the assignments and the tasks provided by the company as part of the training plan on time.
- 3) Successfully completed the Technical evaluation conducted by the company on every month once after the course completion.

Those who are not clearing the Technical evaluation can still continue the internship & try again in the next Technical evaluation which is conducted every month until you are associated with the Company.

Working Hours

Your normal working days are from Monday to Friday between 9:00AM and 6:00PM including a 1-hour break.

Leave Policy

During the training no leaves are permitted and minimum 90% attendance is required for the completion of the training program.

Upon completion of the training you will be entitled to leave as per law in force and as laid down in the Standing Orders of the Company. You will be on a probation period of three months. During the probation period, you are not allowed to take any paid leave. After that, you will have total of 24 days of leave in a year. You will also be entitled to 10 days of holiday every year as announced via the official holiday calendar every year.

Resignation Policy

Upon completion of the training to leave the Company, you can work on **TWO** months' notice period.

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Adarsh Hareendran**

Designation: **"Software Trainee"**

ME



A Unit of Focus 4D career Education Pvt. Ltd

April 17, 2021

Mr Akash Raju

akashrajuakr44@gmail.com

Candidate Id:CN20210171

Dear Akash Raju

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

On confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure

Name	Mr. Akash Raju	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

ME

ALEN JOSEPH
BTech
Vimal Jyothi Engineering College, Chempuri

Dear Sir/ Madam,

Hearty Congratulations

We are happy to inform you that you have come out successful in the Campus Recruitment Process conducted for the post of Associate in Non-Officer (Clerical) cadre. Accordingly, you are provisionally empanelled for absorption in Banks service as an Associate, subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per the administrative requirements. You will be on probation for a period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years service in the Bank.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead.. !

Warm Regards,

Vice President (HR)



Fwd: Fedrecruit - Offer Letter

Alen Joseph <alenjosephcr7@gmail.com>
To: TPO VJEC <tpc@vjec.ac.in>

11 February 2022 at 18:30

----- Forwarded message -----
From: <postings@federalbank.co.in>
Date: Thu, Dec 9, 2021, 11:04
Subject: Fedrecruit - Offer Letter
To: <alenjosephcr7@gmail.com>
Cc: <recruitment@federalbank.co.in>

ME

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK

YOUR PERFECT BANKING PARTNER

HR TAD/B/PR-39959/OFP-219/2021-22

08 December 2021

Hearty Welcome!

Dear Alen Joseph ,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,

John P J
Vice President (HR)

To
Mr. Alen Joseph

Offer of appointment to Mr. Alen Joseph as Associate

You have been selected for appointment in the Bank as Associate on the basis of your performance in the Campus selection process.

Place of Posting/ Date of Joining

Your initial place of posting will be at Branch/Office: **Nellyadi** situated at Elite Plaza, Nh 48, Near St. George P U College, Nellyadi-574 229. You will have to join Branch/Office: Nellyadi on 04/01/2022 after completion of the online orientation programme. The appointment will be effective from the date of joining the Branch/Office.

Pre Induction e-Learning & Orientation programme

As part of continuous learning approach, Bank will be conducting a pre-induction self-learning programme which will help you to understand basic banking functions and concepts. Completing this e-learning programme is a pre-requisite for joining the Induction/Orientation programme, details of which will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC).

Subsequent to this, you will have to enroll for a four day online Induction/Orientation programme conducted by Federal Knowledge & Development Centre (FKDC) starting from 20/12/2021 to 23/12/2021. The Orientation programme will be an instructor-led live online training programme, with sessions scheduled between 9.30 am and 6 pm on all the 4 days. You should be ready with a personal desktop computer/laptop/tablet with high speed data connectivity to attend the same. Further details will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC). Successful completion of the online Induction/Orientation programme, by way of attendance in all sessions, satisfactory level of engagement/performance, is a pre-requisite for joining the Bank.

Probation/ Confirmation

Your appointment will be on probation for a period of six months. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if the Associate has not satisfactorily completed the initial period of probation.

During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one months pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of the Bank or of any other Bank or of other organization.

Remuneration

You will be on a pay scale of 17900 1000/3 20900 1230/3 24590 1490/4 30550 1730/7 42660 3270/1 45930 1900/1 47920 as applicable to Clerical cadre employees of the Bank. The total monthly emoluments eligible to be received by an Associate at Aluva initially would be as follows.

Particulars	Amount (Rs.)
Basic Pay	19900.00
Special Allowance	3263.60
Dearness Allowance	7219.38
Transport Allowance	600.00
HRA	2039.75
Total	33022.73

* Basic pay includes 2 Graduation Increments of 1000/- each.

Graduation Increments will be released from the date of acquiring graduation/date of joining the Bank whichever is later, on submission of final Degree/Provisional Certificate.

During the period of probation/on confirmation in service, you will also be eligible for the facility of reimbursement of hospitalization expenses, medical aid, closing allowance, reimbursement of cost of brief case/office bag (on confirmation), reimbursement of cost of one newspaper (on confirmation), Leave Fare Concession, Privilege Leave, Sick Leave, Casual Leave, etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be eligible for various Staff Loans prevailing in the Bank, including Housing Loan, Vehicle Loan, Computer Loan, Overdraft, Demand Loan,

Annexure

Monthly Emoluments

Particulars	Amount (Rs.)
Basic Pay	19900.00
Special Allowance BP	3263.60
Dearness Allowance	7219.38
HRA	2039.75
Transport Allowance	600.00
Canteen Expenses	1600.00
Fixed Conveyance	1700.00
Total	36322.73

Reimbursement of Cost of Petrol / Diesel

Employees who own vehicle in their name and maintain the same for commuting from residence to Branch/Office will be eligible for reimbursement of 26 liters of Petrol/Diesel per month on declaration basis. Those employees who claim reimbursement of cost of Petrol/Diesel will not be eligible for Fixed Conveyance Allowance.

Reimbursement of Cost of Newspaper / Magazine (after confirmation)- One news paper plus additional newspaper / periodical (Business Magazine / Computer Magazine) to a maximum of 220/- per month (Total eligible amount will be 445/-).

Other Allowances

Allowances	Amount (Rs.)	Remarks
Medical Aid	2355.00	Yearly
Closing Allowance	1440.00	Yearly
Digital Promotion	1500.00	Yearly
Leave Encashment (Annual)	5401.00	Yearly
Cost of Brief Case/ Office Bags	2200.00	Once in 3 years
Exgratia*	32500.00	Lumpsum

*Will vary according to the profit position of the Bank.

Never reveal your ATMPIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials. Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

The Federal Bank Ltd

2 attachments

QSpiders Campus Connect-Incubation Final Selects 2021 Batch

Devika Rani <devikarani.l@qspiders.com>

28 May 2021 at 16:02

To: principal@vjec.ac.in, tpc@vjec.ac.in

Cc: varshavinodkk98@gmail.com, nishavarsha2728@gmail.com, shabreena486@gmail.com, meghamahesh99@gmail.com, anaghapremaraj17@gmail.com, angelanto111@gmail.com, neubinsebastian01@gmail.com, jismathew2017@gmail.com, amithkantj00@gmail.com, keerthanavinod02@gmail.com, nirmalzechariah@gmail.com, amaljithpknam1@gmail.com, vimalp1020@gmail.com, anusreepradeep005@gmail.com, devikanarayanan11@gmail.com, akshaymanoj04@gmail.com, 7adarshhareendran@gmail.com

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch.

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

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

We would courier the Hard copy of offer letter to college directly.


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

Regards

Devika

9513684738

Qspiders Campus Connect Team.

 Kerela Vimal Sel 2021.xlsx
11K

Candidate Name	Mobile Number
varsha k k	7558879739
Shabreena M	8606380389
Megha Mahesh	9589331481
Anagha Premaraj	9496145558
Angel Anto	8078335597
Neubin Sebastian	9495402301
Jis Mathew	9447633851
Amith Kanth P V	8547883191
Keerthana Vinod	7594946428
NIRMAL ZECHARIAH SAMUEL	8078344035
Amaljith P K	9544577012
Vimal P	9496621438
ANUSREE K	9207528624
Devika K	8078448628
Akshay M	8078459649
Adarsh Hareendran	7356493615

January 20, 2022

HRD/1002827739/21-22

Mr. Arjun T
'Sree'
Elampara,
Kannur-670595
India

Ph: +91-9526339983

Dear Arjun,

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:

Joining

Your scheduled date of employment with us will be **14-Feb-2022**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your 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 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 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.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation 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.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Arjun T			
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				



ASADCO INDIA PVT.LTD

CNC METAL CRAFT INDUSTRIES

KSIDC Industrial Estate, Valiyavelicham, Kannur,
Kerala, 670642

Ph: 0490 252 0500

Email: asadcopvtltd@gmail.com

Dear Haridevkiran P,

We are pleased to offer you the position of Production Engineer at Asadco India Pvt. Ltd. We feel confident that you will contribute your skills and experience towards the growth of our organization.

Your starting date will be 19/12/2022 as discussed. You are requested to carry a passport size photograph and a photocopy of any identity proof.

Please confirm your acceptance of this offer by signing and returning the copy of this letter via email.

We look forward to welcoming you on board.

Sincerely,

Dinesh K

Managing Director

ASADCO INDIA Pvt. Ltd

I hereby accept the offer.

Signature

Date

ASADCO INDIA PVT. LTD.



CNC METAL CRAFT INDUSTRIES



HARIDEVKIRAN P

Production Engineer

Phone: 8606748170

Email: haridevkiran@gmail.com

KSIDC Industrial Estate, Valiyavelicham, Kannur, Kerala, 670642

asadcopvtltd@gmail.com

Phone: 0490 252 0500

Production Officer
Vimal Jyothi Engineering Co
Kannur 670632



ME

IPL/HR/Emp.Offer/09/2021-22

29-11-2021

Mr. Jacob Santhosh,
Puthenpurakkal (H)
Naduvil PO, Kokkayi,
Kannur- 670582

Dear Jacob,

We are pleased to offer you the position of **Business Development Officer** in our Company. You shall be responsible for promoting the marketing activities in the region assigned to you. Your initial place of posting will be North Kerala (Kannur/ Kasaragod).

Your gross salary and the CTC will be as per Appendix.

You shall also be eligible for traveling allowances and reimbursement of mobile bills as per the Company's rules.

Your service with the company will be covered by the standard terms of service which include:

1. You will be on probation for a period of twelve months which can be extended if the company thinks necessary and will be confirmed in service only when communicated in writing of your confirmation.
2. During the probation period the company reserves the right to terminate your services without notice and without assigning any reason.
3. You are not allowed to engage yourself in any other job, vocation, remunerative activity or business of profit.
4. You are expected to keep utmost confidentiality of the operations of the company and you shall not disclose any privileged information which could be considered detrimental to the company.
5. The Company reserves the right to transfer you where it deems fit.



Appendix		
Name	Jacob Santhosh	
Designation	Business Development Officer	
	Monthly	Annual
Basic Salary	6000	72000
H.R.A.	3000	36000
Other Allowance	14000	168000
Gross Salary	23000	276000
Bonus	1917	23000
Comp Cont to PF	1800	21600
Cont to ESI	500	6000
Total CTC	27217	326600

We wish you a bright and prosperous career with our Company.

Thanking you,

Yours faithfully,

For Indigo Paints Ltd

Madhu T K
Manager (HR)



INDIGO

Be surprised!

INDIGO PAINTS LIMITED

HE

IPL/HR/Emp.Offer/09/2021-22

29-11-2021

Mr. Jacob Santhosh,
Puthenpurakkal (H)
Naduvil PO, Kokkayi,
Kannur- 670582

Dear Jacob,

We are pleased to offer you the position of **Business Development Officer** in our Company. You shall be responsible for promoting the marketing activities in the region assigned to you. Your initial place of posting will be North Kerala (Kannur/ Kasaragod).

Your gross salary and the CTC will be as per Appendix.

You shall also be eligible for traveling allowances and reimbursement of mobile bills as per the Company's rules.

Your service with the company will be covered by the standard terms of service which include:

1. You will be on probation for a period of twelve months which can be extended if the company thinks necessary and will be confirmed in service only when communicated in writing of your confirmation.
2. During the probation period the company reserves the right to terminate your services without notice and without assigning any reason.
3. You are not allowed to engage yourself in any other job, vocation, remunerative activity or business of profit.
4. You are expected to keep utmost confidentiality of the operations of the company and you shall not disclose any privileged information which could be considered detrimental to the company.
5. The Company reserves the right to transfer you where it deems fit.

Placement Officer
Vimal Jyothi Engineering Col
Chemperi - 670632



Appendix


Appendix		
Name	Jacob Santhosh	
Designation	Business Development Officer	
	Monthly	Annual
Basic Salary	6000	72000
H.R.A.	3000	36000
Other Allowance	14000	168000
Gross Salary	23000	276000
Bonus	1917	23000
Comp Cont to PF	1800	21600
Cont to ESI	500	6000
Total CTC	27217	326600

We wish you a bright and prosperous career with our Company.

Thanking you,

Yours faithfully,

For Indigo Paints Ltd



Madhu T K
Manager (HR)

May 11, 2022

HRD/3T/1002671785/22-23

Mr. Nithin RajanKAP
No. 482, Karippal Athikal
Puthiya Veedu, Mavullapoyil
Kannur-670581
India

Ph: +91-7306215033

Dear Nithin,

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: 2022.05.11 18:46:38 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

May 11, 2022

HRD/1002671785/22-23

Mr. Nithin RajanKAP
No. 482, Karippal Athikal
Puthiya Veedu, Mavullapoyil
Kannur-670581
India

Ph: +91-7306215033

Dear Nithin,

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 **23-May-2022**.

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.

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

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Nithin RajanKAP			
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				



ME
Offer: Computer Consultancy
Ref: TCSL/DT20184499272/Trivandrum
Date: 09/01/2021

Ms. Pallavi Chandran
"Pallavi" P.O KadalayiKuruva,
Kuruva,
Kannur-670003,
Kerala.
Tel# 91-9497293363

Dear Pallavi Chandran,

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 &

TCS Confidential
TCSL/DT20184499272

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunagiripd., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



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

K Ganesan
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

TCS Confidential
TCSL/DT20184499272

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirral Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Pallavi Chandran
Designation	Assistant System Engineer-Trainee
Institute Name	Vimal Jyothi Engineering College

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
Retention Incentive	NA	0
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

TCS Confidential
TCSL/DT20184499272

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

October 21, 2021

HRD/1002128821/21-22

Ms. Pallavi Chandran
Pallavi
P.O Kadalayi Kuruva Kannur
Cannanore-670003
India

Ph: +91-6282212982

Dear Pallavi,

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:

Joining

Your scheduled date of employment with us will be **22-Nov-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Pallavi Chandran
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				

ME

Provisional Offer Letter

Dated: 01/09/2021

Re: **Employment with Fingertipplus Technologies Pvt. Ltd.**

Dear **Shibin K V**,

Welcome to **Fingertipplus Family**,

In accordance with our recent discussions, this offer letter (hereinafter referred to as the "Agreement") will confirm that the following shall be the terms and conditions of your employment with **Fingertipplus Technologies Pvt. Ltd.** (hereinafter referred to as the "Company").

Commencement and Terms of Employment

We are pleased to offer to you the position of "**Software Trainee**" with the Company. This offer is made to you based on the information furnished by you and is valid as per our understanding that you will join the Company for training under BLAZEWELL Technologies LLP on or before **1st September 2021**.

You will undergo an intense industrial Training for the first 3 months. During this period of training, you will complete the academic sessions of the training. During this time, the candidate will have to work on various assignments, tasks & the various Salesforce trial head modules. After completion of the 3 month training you will be assigned with 2 Salesforce projects, which has to complete within the given time period which will be approximately 3 months of duration.

The Company has the right to conduct an employment/education verification process, either by itself, or through a third-party service provider, to verify the correctness of the information provided to the Company by you

This Agreement will come into effect only after the successful completion of the background screening process. The Company will not be liable, should it decide to terminate this employment Agreement on the basis of the findings of the background screening process.

We are an exciting international team where development powers meet entrepreneurship. We have been in the industry for 10+ years in different functions.

For Fingertipplus Technologies Pvt Ltd,



Managing Director/HR head

I have accepted the employment as per terms and conditions of this Letter.

Employee name: **Shibin K V**

Designation: "Software Trainee"



Date: February 14, 2022

Name: Adarsh Hareendran
Location: Ernakulam

Dear Adarsh,

Congratulations on being selected to join the "Ola Fleet Technologies Private Limited" Trainee (Engineering Graduate) Scheme 2021".

We are pleased to invite you to join us as a Trainee (Engineering Graduate) on training.

We believe that you have the potential to learn and acquire necessary skills and to perform effectively in teams. You will also be involved in "hands-on" training, including independent diagnosis, repairs, quality inspection, under appropriate supervision, in order to enable you to equip yourself fully with all benefits arising under this scheme.

Enclosed is the Ola Fleet Technologies Private Limited Trainee (Engineering Graduate) Scheme 2021 along with a formal "Letter of Appointment as Trainee (Engineering Graduate)" which explains the terms and conditions of your traineeship.

This offer of Traineeship is subject to you passing medical fitness and submission of proof of the following documents.

Please sign the copy of this letter and return it to us by way of confirmation that you have read through, understood and accepted all the terms and conditions stated in the "Letter of Appointment" as Trainee (Engineering Graduate)" and the contents of Ola Fleet Technologies Private Limited Trainee (Engineering Graduate) Scheme 2021".

With best wishes

For Ola Fleet Technologies Private Limited

A handwritten signature in black ink, appearing to read 'Abhishek'.

Authorized Signatory



Ola Fleet Technologies Private Limited
(hereinafter called as "the Company")

Company Trainee (Engineering Graduate) Scheme (Technical Training)

Objective of the Scheme

It is the objective of the Company to provide opportunity to Diploma holders in Electrical/Electronic or Mechatronic, to avail benefits under a Scheme of Traineeship Training whereby training will be imparted in specialized areas of Vehicle Service which are listed out in "Annexure A" using latest technology and requisite skills needed in diagnosis, service and repair operations of Electric vehicles.

Therefore, the Company calls upon candidates having passed Diploma in Engineering as educational qualification for being considered to be enrolled as "Trainees" (hereinafter referred to as **Trainee (Engineering Graduate)** in the Company's located in different cities across India for the purpose of imparting to them this training on the terms and basis that is hereinafter indicated.

The "on the job training" will be under expert supervision of Company Engineers and Managers and will also involve "hands-on" training, including independent diagnosis, repairs, quality inspection supervision, in order to enable the **Trainee (Engineering Graduate)** to equip themselves fully with all benefits arising under this Scheme.

The areas of training under this Scheme are mentioned in the "Annexure A" to this Scheme.

The **Trainee (Engineering Graduate)** may also be required to undergo training in the factories or establishments not belonging to the Company.

Theoretical, practical "on the job training" and orientation to enhance skill levels of the **Trainee (Engineering Graduate)** will be provided during the period of this training. Various teaching aids, tools and methods will be used to impart necessary theoretical and practical training.

The **Trainee (Engineering Graduate)** are informed that enrolment under this Training Scheme does not constitute employment for work but is only a specialized arrangement to impart training in areas of skilled manufacturing activity.

Duration of the Scheme

This Scheme will be in place for a period of 12 months commencing from the date the **Trainee (Engineering Graduate)** is required to report for training and may be extended for such further period/periods as the Company may decide, depending upon the response to the Scheme and the need for the continuation of the Scheme either in its present form or in such modified form as the Company may think fit.

Nevertheless, and notwithstanding anything mentioned herein, it shall be open to the Company to discontinue the Scheme at any stage, if in the opinion of the Company it is found that continuation of



Special Provisions

As a special case, **Trainee (Engineering Graduate)** taken under this Scheme shall be permitted absence from training and such other benefits as **Trainee (Engineering Graduate)** detailed in engagement terms and conditions.

For the purpose of convenience, to establish uniformity and to enable the **Trainee (Engineering Graduate)** to learn the trade, the Company Code of Conduct, in so far as practical, shall be applied to the **Trainee (Engineering Graduate)** engaged under this Scheme. Consequently, the **Trainee (Engineering Graduate)** shall be required to comply with the Company Code of Conduct and act according to the same, in so far as practical and applicable in the context.

The **Trainee (Engineering Graduate)** shall attend theoretical and practical training beyond his/her shift timings, if required.

The **Trainee (Engineering Graduate)** shall make their own transport arrangements to report for training daily and return or may use the facility as may be provided by the Company as may be indicated to the **Trainee (Engineering Graduate)** in the discretion of the Company either in the order of enrollment or thereafter.

Consideration by the Company for Employment of Trainee (Engineering Graduate) upon completion of training in accordance with this Scheme

Although not required, yet completely at the discretion of the Company in the event of there being any need to recruit for employment for a particular post that involves the skills acquired by the **Trainee (Engineering Graduate)** during the course of his/her training it shall be open to the Company to consider the candidature of a **Trainee (Engineering Graduate)** covered by the Scheme over successfully completed the Training Scheme for recruitment to the post involved on such terms as the Company may communicate to the candidate.

This provision shall confer no rights upon an **Trainee (Engineering Graduate)** covered by the Scheme for consideration for employment whether on priority or otherwise to any post that the Company may decide to fill by recruitment.

All other terms and conditions related to engagement as "**Trainee (Engineering Graduate)**" will be laid out in the "Letter of enrolment as **Trainee (Engineering Graduate)**".

For Ola Fleet Technologies Private Limited

A handwritten signature in black ink, appearing to read 'R. Sankaranarayanan', is written over a light blue background.

Authorized Signatory

