


5.2.1 Number of placements of outgoing students during the year 2020-2021


CONVENOR
 Career Guidance & Placement Cell
 Surana College
 # 16, South End Road
 Bangalore - 560 004

Sl.#	Name of student placed and contact details	Phone Number	E-mail id	Program graduated from	Name of the employer with contact details	contact details	Pay package at appointment
1	Pavan Kumar S	7349305540	pavans081199@gmail.com	BCA	Accenture	emailservice@accenture.com	2,35,000
2	Saifulla Mohammed	7975295620	mohammedsaifulla82@gmail.com	BBA	Altruist	manish.ramesh@altruistindia.com	164,250
3	Vishwas Hegde	7022378853	Vishwashegde98@gmail.com	BBA	Amzaon.in	jpgrade@amazon.com	4,61,250
4	Anurag T	6362319545	anurag.anuragt@gmail.com	B.Com	Apisero	prashanth.idgunji@apisero.com	3,00,000
5	Shalini T	8123880756	Shalini.gowda2001@gmail.com	B.Com	Apisero	prashanth.idgunji@apisero.com	3,00,000
6	Azra Firdose	9972296132	azrafirdose77@gmail.com	BCA	Bardwood.co.uk	Nevin.Jacob@bardwood.co.uk	3,60,000
7	Sunil M	9728237807	sunyljangra0001@gmail.com	BBA	Byjus	divyaprabha.nair@byjus.com	10,00,000
8	Priyanka B	9108344130	sriipriyaa124@gmail.com	BCA	Capgemini	pramod.mv@capgemini.com	2,51,999
9	Amrutha B	9066543484	amruthagowda1680@gmail.com	BCA	Cognizant	placement@reva.edu.in	2,51,999
10	Chandushwetha .M	6360370137	chandushwethamanjunath@gmail.com	BCA	Cognizant	placement@reva.edu.in	251,999
11	Hemanth .S	8722109494	hemanths8181@gmail.com	BCA	Cognizant	placement@reva.edu.in	2,51,999
12	K Vaishnavi Rao	8971654453	k.vaishnavirao16@gmail.com	BCA	Cognizant	placement@reva.edu.in	2,51,999
13	Kaushik B	7975718360	kaushikbhaskar10@gmail.com	BCA	Cognizant	placement@reva.edu.in	2,51,999
14	Pooja B	6361442250	poojanagaraju2000@gmail.com	BCA	Cognizant	placement@reva.edu.in	2,51,999
15	Sahana Y M	8310678106	sahanasannu69@gmail.com	BCA	Cognizant	placement@reva.edu.in	2,51,999
16	Yashas M S	8197363576	yashasyashu00@gmail.com	BCA	Cognizant	placement@reva.edu.in	2,51,999
17	Sneha Nair	7760047585	snehasnair274@gmail.com	BBA	EY	onboarding.gdsindia@gds.ey.com	2,52,000
18	Suman D	6362683460	suman.ds1220@gmail.com	BCA	First Advantage	fapl@fadv.com	4,05,126
19	Ayan Ahamed	9066647939	anahmed1926@gmail.com	BBA	HGS Health Care	prathika.shetty@teamhgs.com	2,37,576
20	Sumaiya Fathima	7019737144	sumaiya0248@gmail.com	BBA	IBM/kyndrel	gokul.h01@infosys.com	247,314
21	Aftab Khan	9380219968	aftabkhan3415@gmail.com	BCA	Infosys BPM	gokul.h01@infosys.com	2,37,576
22	Ashwini M.S	9606215030	srinivasaashwini576@gmail.com	BBA	Infosys BPM	gokul.h01@infosys.com	2,37,576
23	Ayush Gandhi	8660214244	ayushmutha7492@gmail.com	B.Com	Infosys BPM	gokul.h01@infosys.com	2,37,576

[Handwritten Signature]
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27	Kartik Shetkar	7619452693	karthikbluekrish1234@gmail.com	B.Com	Infosys BPM	gokul.h01@infosys.com	2,37,576
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29	Meghana G Krishna	9353834487	meghanagkrishna24@gmail.com	BBA	Infosys BPM	gokul.h01@infosys.com	2,37,576
30	Nidhi K Samani	9845612348	nidhi.ks@gmail.com	BSc (CS)	Infosys BPM	gokul.h01@infosys.com	2,37,576
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36	Rahul R	8105224530	Rahul.r723813@gmail.com	B.Com	Infosys BPM	gokul.h01@infosys.com	2,37,576
37	Ramya R	7624862017	ramyaravi652001@gmail.com	B.Com	Infosys BPM	gokul.h01@infosys.com	2,37,576
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70	Akshatha GS	7899620459	akshathags488@gmail.com	BCA	Mr. Cooper	naveenkumar.s@mrcooper.com	2,22,972
71	Chetan Shandilya	9148470373	chetanshandilya123@gmail.com	BBA	Mr. Cooper	NaveenKumar.S@mrcooper.com	2,25,000
72	Manitha Yadav	9632713122	manithayadav10@gmail.com	B.Com	Mr. Cooper	NaveenKumar.S@mrcooper.com	2,25,000
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74	S. Gagan	9886464720	gaganaranjitha2001@gmail.com	B.Com	Mr. Cooper	naveenKumar.S@mrcooper.com	2,25,000
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79	Nagarjun Kaushik N	8553019973	nagarjunksushikn15@gmail.com	BCA	NTT Data	Sumanth11.Hc@nttdata.com	2,00,000
80	Amrutha	9066543484	amruthagowda1680@gmail.com	BCA	NTT Data	Sumanth11.Hc@nttdata.com	2,00,000
81	Avinash G	8971082616	avinashgowdamr1999@gmail.com	BBA	Power Bridge	neeha@powerbridge.in	2,16,000
82	Supriya .P	9886552835	supriyaputtaraju5@gmail.com	BBA	Skillovilla Technologies	info@skillovilla.com	3,50,000
83	Prathvish N G	9886871277	prathvish.ng2@gmail.com	BCA	TCS	pradeep.kote@tcs.com	1,90,926
84	Mamatha S	8217009849	Mamathasnn@gmail.com	BSc (CS	Wipro	jeevan.al9@wipro.com	1,85,856
85	Mohammed Raquibulla	8310100202	mdraquib966@gmail.com	BCA	Wipro	jeevan.al9@wipro.com	1,85,856


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87	Chandrakala A	7338321108	chandrakala.ammu13@gmail.com	BCA	Wipro	jeevan.al9@wipro.com	1,85,856
88	Gopikrishna Miryala	9844644165	gopikrishna778@gmail.com	BBA	Wipro	jeevan.al9@wipro.com	2,15,000
89	Sharan Madhini Radhakrishnan	8660780950	sharanleo40@gmail.com	BBA	CANDOR	pooja.m@dunzo.in	3,30,000
90	Amogh R	8971906244	amoghvenkatesh6@gmail.com	BBA	Capgemini	karthikayenie.s@capgemini.com	2,52,131
91	Suhas Subramanya	7760067035	suhassubramanya27@gmail.com	M.Com	ANZ	labishek@nz.com	3,80,000
92	Boppanna	8762135807	boppanna68@gmail.com	M.Com	CGRPE	Government Job	3,50,400
93	Apeksha	87228 42599	mbhatapeksha12@gmail.com	M.Com	Infosys BPM	gokul.h01@infosys.com	2,37,576
94	Poojitha srinivas	98865 78957	poojithasrinivas1198@gmail.com	M.Com	Siemens	dinakar.poojari.ext@siemens.com	1,92,000



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SURANA COLLEGE

CAREER GUIDANCE AND PLACEMENT CELL

LIST OF THE STUDENTS PLACED DURING THE ACADEMIC YEAR 2020 - 2021


SL NO	STUDENT NAME	COURSE	COMPANY	PLACEMENT	SLARY PACKAGE
1	Druithi Sakal	MSc Psychology	KHPT	Bangalore	2.16LPA
2	Keya Chatterjee	MSc Psychology	Perseverance	Banagalore	2LPA
3	Rashmi.K.C	MSc Psychology	Infogix Software Solutions	Bangalore	2LPA
4	Varsha	MSc Psychology	SGBS Unnati Foundation	Bangalore	2.4LPA
5	Vinutha	MSc Psychology	Infogix Software Solutions	Bangalore	2LPA
6	Bhavyashree.R	MCA	Perftech Solutiona	Bangalore	2LPA
7	Geetha.G	MCA	Perftech Solutiona	Bangalore	2LPA
8	Jayashri	MCA	Perftech Solutiona	Bangalore	2LPA
9	Taruna.G	MCA	Perftech Solutiona	Bangalore	2LPA
10	Yashwini.K	MBA	Sahas Group	Bangalore	2LPA
11	Rakshitha Ramanna	MBA	Sahas Group	Bangalore	2LPA
12	Govinda Raju	MBA	Sahas Group	Bangalore	2LPA
13	Sahana.A.C	MBA	Sahas Group	Bangalore	2LPA
14	Dishya	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
15	Divya	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
16	Geetha	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
17	Harshitha	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
18	Prasanna	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
19	Ramya	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
20	Saikumar	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
21	Saurav	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
22	Sai Charan	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
23	Shwetha	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
24	Taruna.G	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
25	Nisarga	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
26	Nayana	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
27	Nisha	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
28	Srikanth	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
29	Anand	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA
30	Rajesh	MCA	Weblitz Technologies Pvt ltd	Bangalore	2LPA


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31	Pragathi	MCA	Weblitz Technologies Pvt Ltd	Bangalore	2LPA
32	Heena Kausar	MCA	Weblitz Technologies Pvt Ltd	Bangalore	2LPA
33	Chandan	MCA	Weblitz Technologies Pvt Ltd	Bangalore	2LPA
34	Thejas	MCA	Weblitz Technologies Pvt Ltd	Bangalore	2LPA
35	Sindhu	MCA	Weblitz Technologies Pvt Ltd	Bangalore	2LPA
36	Yogesh.G.R	MBA	Dmart India	Bangalore	3LPA
37	Vineetha.J	MBA	Kotak Life Insurance Pvt Ltd	Bangalore	3.5LPA
38	Sindhushree.SS	MBA	AU Small Finance Bank	Bangalore	2.5LPA
39	Shivkumar Bakre	MBA	Pinclick Properties Pvt Ltd		5.16LPA
40	Chethan	MSc Psychology	KHPT	Bangalore	2.4LPA
41	Ankitha Paul	MSc Psychology	Motilal Oswal	Bangalore	3Lpa
42	Sachin.S.G	MBA	Pinclick Properties Pvt Ltd	Bangalore	5.16LPA
43	Ravi.G.N	MBA	Dmart India	Bangalore	3LPA
44	Prathima.B.N	MBA	Dmart India	Bangalore	3LPA
45	Pitamber	MBA	Multiplier (Amazon	Bangalore	4.20Lpa
46	Nithin.N.Deshik	MBA	Kotak Life Insurance Pvt Ltd	Bangalore	3.5LPA
47	Sanjay Kumar	MBA	Royal Oak India Pvt Ltd	Bangalore	3.6LPA
48	Santhosh Kumar	MBA	Dmart India	Bangalore	3LPA
49	Nirikshitha.D.S	MBA	AU Small Finance Bank	Bangalore	2.5Lpa
50	NandaKumar	MBA	Om Sri Shivashakthi Trading	Bangalore	2LPA
51	Miithun.R	MBA	Dmart India	Bangalore	3LPA
52	Manoj.H.S	MBA	Kotak Life Insurance Pvt Ltd	Bangalore	3LPA
53	Mallareddy.B.H	MBA	Pinclick Properties Pvt Ltd	Bangalore	5.16LPA
54	Laxminarayan	MBA	Kotak Life Insurance Pvt Ltd	Bangalore	3Lpa
55	V.Laxminarayan	MBA	Xome Services India Pvt Ltd	Bangalore	2.4LPA
56	Kumar Byresh	MBA	Dmart India	Bangalore	3LPA
57	Janhavi.S	MBA	Kotak Life Insurance Pvt Ltd	Bangalore	3LPA
58	Himali Vaya	MBA	Black Comb	Bangalore	2.3LPA
59	Hemanth Kumar.R	MBA	Kotak Life Insurance Pvt Ltd	Bangalore	3.5LPA
60	Goutham.M	MBA	HGS	Bangalore	3.5LPA
61	Balaji.R	MBA	Dmart India	Bangalore	3.5LPA
62	Disha Mondal	MBA	Dmart India	Bangalore	3.5Lpa
63	Goutham	MBA	Dmart India	Bangalore	3.5Lpa
64	Balaji	MBA	Pinclick Properties Pvt Ltd	Bangalore	5.16LPA


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65	Pavan.B	MBA	AU Small Finance Bank	Bangalore	2.5LPa
66	Pavan.G	MBA	AU Small Finance Bank	Bangalore	2.5LPa
67	Shaik Nauf	MBA	AU Small Finance Bank	Bangalore	2.5LPa
68	Sindhushree	MBA	AU Small Finance Bank	Bangalore	2.5LPa
69	R.Balaji	MBA	AU Small Finance Bank	Bangalore	2.5LPa
70	Nirikshitha.	MBA	AU Small Finance Bank	Bangalore	2.5LPa
71	B.N Prathima	MBA	Alchemy (Accenture)	Bangalore	2.28LPA
72	Akshay Singh	MCA	Qspiders	Bangalore	2LPa
73	Soumya.N	MCA	Qspiders	Bangalore	2LPa
74	Nayeem ulla Khan	MCA	Qspiders	Bangalore	2LPa
75	Priyanka.N	MCA	Qspiders	Bangalore	2LPa
76	Pramodhini.A.C	MCA	Qspiders	Bangalore	2LPa
77	Shreedhar	MCA	Qspiders	Bangalore	2LPa
78	Suhas	MCA	Zenser	Bangalore	2.4LPA
79	Avinash	MCA	Agile Point Software	Bangalore	2LPA
80	Divya	MCA	Agile Point Software	Bangalore	2LPA
81	Meghana	MCA	Agile Point Software	Bangalore	2LPA
82	Swathi	MCA	Agile Point Software	Bangalore	2LPA


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SURANA COLLEGE PLACEMENT CELL		
CAMPUS PLACEMENT 2020 - 2021		
NO OF COMPANIES INTERVIEWED AND NO OF STUDENTS PLACED IN EACH COMPANY		
SL NO	COMPANY NAME	NO OF STUDENTS PLACED
1	Agile Point Software Solutions	4
2	Alchemy (Accenture)	1
3	AU Small Finance Bank`	8
4	Bank Comb	1
5	Dmart India	9
6	HGS	1
7	Infogix Software Solutions	2
8	KHPT	2
9	Kotak Life insurance	6
10	Motilal Oswal	1
11	Multiplier(Amazon)	1
12	Om Shri Shivashakti Trading	1
13	Perftech Solutions	4
14	Perseverance	1
15	Pinlick Properties	4
16	Qspiders	6
17	Royal Oak	1
18	Sahas Grouo	4
19	SJBS Unnathi Foundation	1
20	Weblitz Technologies	22
21	Xome Services India Pvt Ltd	1
22	Zenser	1
	Total	82


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Naveen Kumar S <NaveenKumar.S@mrcooper.com>

Mon 8/9/2021 6:00 PM

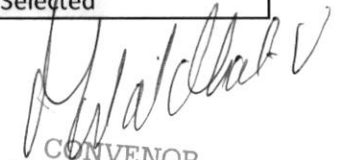
To: UGPlacement

Hi Sir,

Please find the status of candidates who had taken up discussion with us..

Name	Mob No	Mail ID	BPAT score	Interview Panel	Institution	Comments
MANITHA YADAV	9632713122	manithayadav10@gmail.com	73/61	Deepak	SURANA	Selected
SYED JUNEAD	8197513009	sydjunead@gmail.com	59/64	Deepak	SURANA	Selected
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PR Akarsh	6362659965	akarshpachipulusu21@gmail.com	77/52	Avinash	SURANA	Rejected
Ashwini MS	9606215030	srinivasaashwini576@gmail.com	77/59	Deepak	SURANA	Rejected
Shashank Dongre	7406260633	shashudongre@gmail.com	61/49	Deepak	SURANA	Rejected
Sunil Kumar	9728237807	sunyljangra0001@gmail.com	77/54	Avinash	SURANA	Rejected
S GAGAN	8197547649	gagangowda119@gmail.com	55/51	Deepak	SURANA	Selected
Sameer Sharieff	8217607981	sameersharieff46@gmail.com	68/51	Avinash	SURANA	Selected
Ananya H	9945004449	ananyah9257@gmail.com	57/74	Deepak	SURANA	Rejected
Chetan Shandilya	9148470373	chetanshandilya123@gmail.com	57/51	Deepak	SURANA	Selected
Bharath Vishwas	9591187168	bharathganesh876@gmail.com	80/74	Deepak	SURANA	Rejected
Ramya R	8904748239	ramyar0103@gmail.com	52/56	Deepak	SURANA	Rejected
Darshan M	9740921615	darshanspunky@gmail.com	59/51	Avinash	SURANA	SCREENING REJECT
vishal kumar	7406923202	vishalkumar2023@gmail.com	89/67	Avinash	SURANA	Selected
Rajakeerthana M	7026680201	keerthana.makam1@gmail.com	75/51	Avinash	SURANA	Selected

Thanks,
Naveen


CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Cognizant Campus Recruitment 2021: Interview Selects

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REVA Placements <placement@reva.edu.in>
Thu 3/18/2021 3:20 PM

To:premkumar@indianacademy.edu.in
+20 others
Cc:Dr. N Ramesh <dean.tpp@reva.edu.in>
Mandatory CSD Program.pdf
388 KB

REVA University Combined Campus_Final Selects.xlsx
443 KB

2 attachments (831 KB)Download allSave all to OneDrive - SURANA COLLEGE

Dear Sir/Madam,

Greetings from **REVA University!!**

Please find the attached copy of Cognizant final selected students list.

Below details from Company.

Team Cognizant is happy to share the final list of selected candidates from your esteemed institution. We would like to congratulate the chosen candidates on their stellar performance and look forward to welcoming them onboard. The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout.

As a response to this mail, we would please request you to let us know the list of candidates who are willing to accept offer and are interested to pursue mandatory Continuous Skill Development (CSD) program. Kindly respond back to us within a week's time of receiving this email.

Kindly note that the specific details on CSD program are available in the attached PDFs. Please share the . PDF attachments with selects so that they are well aware of the norms associated with the offer. Please feel free to reach out to us for any clarifications on these programs.

Warm Regards,

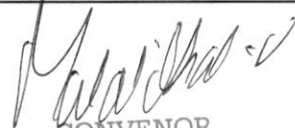
Dr. N Ramesh
Dean - Training, Placement & Planning
Mobile: +91 98805 14718

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru |
Karnataka 560 064

[Chat with me on Teams!](#)

Assessment ID	Full Name	Primary Mobile Number	Current Degree	College Name
12447904693823	Roshan Kumar Ojha	7043598582	BCA	Acharya Institute Of Graduate Studies_Bangalore [IPC-BLR-45]
12447904039209	Md Shahbaj Jamil	8252643736	BCA	Acharya Institute Of Graduate Studies_Bangalore [IPC-BLR-45]
12447904194500	Muktika Manohar	7045443914	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904460379	Chandana S R	9980849068	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904360217	Bharath R	7019364018	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904912282	Monisha M	8884739509	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904518477	Toshi Rawat	8218606557	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904902232	Kaushik Gowda R	9663157055	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904053069	Meghna Raju	7049622646	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904480258	Harshitha Sharma	7676661512	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904258712	Kiran Kumar R	7019205189	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904773585	Dev Parihar K H	7411481997	BCA	Sindhi College_Bangalore [IPC-BLR-45]
12447904072590	Shilpa R	9611369226	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447904060251	Rakesh Pv	9380217937	BCA	St Joseph'S Arts And Science College(Autonomous)_Bangalore [IPC-BL
12447904460899	Rebeca Monis	6360441246	BCA	St Joseph'S Arts And Science College(Autonomous)_Bangalore [IPC-BL
12447904732065	Deepak Hs	9886373816	B.Sc.	St Joseph'S Arts And Science College(Autonomous)_Bangalore [IPC-BL
12447904771988	Anusha B S	9620671024	B.Sc.	St Joseph'S Arts And Science College(Autonomous)_Bangalore [IPC-BL
12447904143974	Lohith Rao J	9901079187	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447904301671	Nikita Carolyn	9880332983	B.Sc.	St Joseph'S Arts And Science College(Autonomous)_Bangalore [IPC-BL
12447904372710	Ayush Kashyap	8800273012	B.Sc.	St Joseph'S Arts And Science College(Autonomous)_Bangalore [IPC-BL
12447904687953	Jeeten Shamnani	8088075988	BCA	St Joseph'S Arts And Science College(Autonomous)_Bangalore [IPC-BL
12447904497844	Subham Har	8825375835	B.Sc.	St Joseph'S Arts And Science College(Autonomous)_Bangalore [IPC-BL
12447904971546	Sowmya Shetti	7996400702	BCA	St Joseph'S Arts And Science College(Autonomous)_Bangalore [IPC-BL
12447904681039	Sandhya R	7996847620	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447904743995	Meghalatha A S	7619103348	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447902708181	Kaushik B	7975718360	BCA	Surana College_Bangalore [IPC-BLR-45]
12447902852796	Hemanth S	8722109494	BCA	Surana College_Bangalore [IPC-BLR-45]
12447902290485	Pooja B	9880394543	BCA	Surana College_Bangalore [IPC-BLR-45]
12447902501505	K Vaishnavi Rao	8971654453	BCA	Surana College_Bangalore [IPC-BLR-45]
12447902195910	Chandushwetha M	6360370137	BCA	Surana College_Bangalore [IPC-BLR-45]
12447902035503	Vinutha M	9036930904	B.Sc.	The Oxford College Of Sceince_Bangalore [IPC-BLR-45]
12447902989427	Sambhav Gupta	8077265438	B.Sc.	The Oxford College Of Sceince_Bangalore [IPC-BLR-45]
12447902423030	Kishan Raj	8271412302	BCA	The Oxford College Of Sceince_Bangalore [IPC-BLR-45]
12447902439968	Gowthami S	9148510711	B.Sc.	The Oxford College Of Sceince_Bangalore [IPC-BLR-45]
12447902705341	Sagi Sampi	8105967342	BCA	The Oxford College Of Sceince_Bangalore [IPC-BLR-45]

Assessment ID	Full Name	Contact	Current Degree	Correct College Name
12447904171805	Krishna Pandey	7570060132	BCA	Acharya Institute Of Graduate Studies_Bangalore [IPC-BLR-45]
12447904530684	Kharesiddeshwar Langoti	7996073360	BCA	Acharya Institute Of Graduate Studies_Bangalore [IPC-BLR-45]
12447904068586	Harshit Mishra	8296174301	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904095683	Surya S	9380599521	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904780399	Sindu K	9620192739	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904067403	Prerana Nimbalkar	8861288818	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904497535	Aman Chhabria	7975111365	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904721908	Surya Vignesh	7829486455	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904039462	Rithish S Shetty	8073005228	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904759546	Kota Charan	7995127226	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904971274	Arnold Michael	7338392549	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904523979	Rayyan Roshan Ahmed	8892964552	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904484580	Nuthankalva Amreen	9059140174	BCA	Techno India (Hooghly Campus)_Hooghly [IPC-KOL-60]
12447904548058	Afra Nasira S	7892160319	BCA	Presidency College_Bangalore [IPC-BLR-45]
12447904102640	Ramya D U	9591537168	BCA	Sindhi College_Bangalore [IPC-BLR-45]
12447904376967	Syed Saif Ali	8050463991	BCA	Sindhi College_Bangalore [IPC-BLR-45]
12447904178944	Deepak M	8553978962	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447904714414	Rakesh M R	9591173534	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447904676829	Sowmya Pm	7760859277	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447904289697	Chaitra S	7795644564	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447904437239	Shilpa S	7259541801	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447904118683	Pavan Kalyan P G	9742735114	BCA	St Claret College_Bangalore [IPC-BLR-45]
12447904135562	Eslin Jacob A	9740634376	BCA	St Joseph'S Arts And Science College(Autonomous) Bangalore [IPC-BLR-45]
12447902450457	Amrutha B	9066543484	BCA	Surana College_Bangalore [IPC-BLR-45]
12447902893540	Prathvish Ng	9886871277	BCA	Surana College_Bangalore [IPC-BLR-45]
12447902675876	Priyanka B	9108344130	BCA	Surana College_Bangalore [IPC-BLR-45]
12447902216548	Yashas M S	8197363576	BCA	Surana College_Bangalore [IPC-BLR-45]
12447902536144	Sahana Y M	8310678106	BCA	Surana College_Bangalore [IPC-BLR-45]



CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



11-Jun-2021

Dear Amrutha B,
BCA, Computer Science
Surana College_Bangalore

Candidate ID – 16697498

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 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 **251,999/-**. This includes an annual target incentive of INR **12,000/-** 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.284,111/-**. This includes an annual target incentive of INR **12,000/-** 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.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory 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:

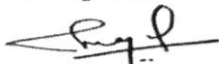
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

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.



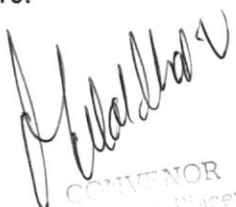
Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:



COMVENOR
Career Growth & Placement Cell
Lal Bahadur Shastri College
16, Sankaralingam Road
E-mail: cgpc@lsc.edu.in

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

29-March-2021
Amrutha B
Surana College, Bangalore

Dear Amrutha,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Software Development Associate** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.8,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Software Development Associate** in Grade 4 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 200,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

Annexure A

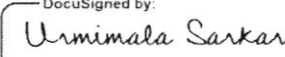
At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

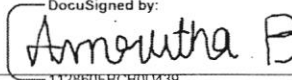
For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

URMIMALA SARKAR
ASSOCIATE DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **30-March-2021** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:

Signature: Amrutha B
Amrutha B

Date: 30-March-2021


CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

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NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

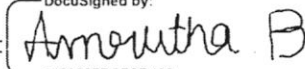
NTT DATA
Services

DECLARATION

I, Amrutha B (Name of the Candidate) S/o, D/O, W/O Boregowda B M, having permanent address at #100 udhaynagar chikkalsandra subramanyapura post bangalore 61 do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
3. My willingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and interests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

DocuSigned by:
SIGNATURE: 
NAME: Amrutha B
DATE: 30-March-2021
PLACE: Bangalore


CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Date: February 23, 2021

Ref: LTI/HR/Campus/NE1/2021

Name: Sujan M

College: SURANA COLLEGE

OFFER OF EMPLOYMENT

Dear Sujan M,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,63,037/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltininfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Associate Director -
Campus Recruitment,
Learning & OD



CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Sujan M		Date : February 23, 2021
Salary Grade : AT1		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		3,000
A. Base Salary (PA)	216,000	18,000
Annual Incentive	10,000	
B. Total Variable (PA)	10,000	
C. Total Target Cash (A+B)	226,000	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	6,773	
D. Retirals & Other Benefits	37,037	
Cost to Company (CTC) C+D	263,037	

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
- 8) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-2

Eligibility Criteria for Non-Engineering Candidates - Year 2021 Batch	
Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information Science and Electronics
Age Criteria: As on 1st July of Passing year (2021)	Less than 23 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No year drop allowed.
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	50% & Above OR Equivalent CGPA NOTE: <ul style="list-style-type: none"> • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Diploma(if applicable),Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA <ul style="list-style-type: none"> • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered. • Aggsregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) • Conversion from CGPA into Percentage must be calculated as per your respective University norms • Provisional/Passing Certificate must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	<ul style="list-style-type: none"> • Not more than 2 active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects must be attempted and cleared in the First Attempt (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared <u>with the final semester examinations</u>
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirement. Non-performance during training/on the job phase is subjected to separation from the organization

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Candidate Signature: _____

Name: _____

Institution Name: _____

Mobile No: _____

Date of interview process: _____



CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Date: February 23, 2021
Ref: LTI/HR/Campus/NE1/2021
Name: Jayasri Maity
College: SURANA COLLEGE

OFFER OF EMPLOYMENT

Dear Jayasri Maity,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,63,037/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Associate Director -
Campus Recruitment,
Learning & OD

I have read the letter and accept the same.

Signature and Date



CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



07-Jun-2021

Dear Chandushwetha M,
BCA, Computer Application
Surana College

Candidate ID – 16394566

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 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 **251,999/-**. This includes an annual target incentive of INR **12,000/-** 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.284,111/-**. This includes an annual target incentive of INR **12,000/-** 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.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory 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.

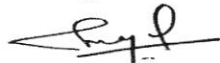
3.3 GenC Training Post joining:

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.

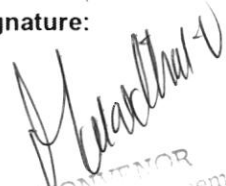


Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date:


COMPTONOR
Career Guidance and Placement Cell
16, S. P. Road, Bangalore
Bangalore, Karnataka

Date: February 23, 2021
Ref: LTI/HR/Campus/NE1/2021
Name: Bhavana A M
College: SURANA COLLEGE

OFFER OF EMPLOYMENT

Dear Bhavana A M,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,63,037/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

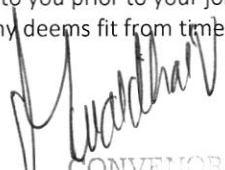
2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.


CONVENOR
Career Guidance & Placement Cell
Surana College
16, South Road
Bangalore - 560 004
16, South Road
Surana College
Career Guidance & Placement Cell
CONVENOR

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfortech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Associate Director -
Campus Recruitment,
Learning & OD

I have read the letter and accept the same.

Signature and Date



CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



07-Jun-2021

Dear Kaushik B,
BCA, Computer Application
Surana College

Candidate ID – 16394562

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 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 251,999/-**. This includes an annual target incentive of **INR 12,000/-** 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.284,111/-**. This includes an annual target incentive of **INR 12,000/-** 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.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory 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: 29/08/2021

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Compensation and Benefits

Name: Kaushik B

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1475.892857	17,711
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,499
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,499
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		251,999

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

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



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4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfortech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Associate Director -
Campus Recruitment,
Learning & OD

I have read the letter and accept the same.

Signature and Date



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Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



07-Jun-2021

Dear Kaushik B,
BCA, Computer Application
Surana College

Candidate ID – 16394562

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 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 251,999/-**. This includes an annual target incentive of **INR 12,000/-** 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.284,111/-**. This includes an annual target incentive of **INR 12,000/-** 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.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory 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: 29/08/2021

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Sri Arun College
16, South End Road
Bangalore - 560 004

Compensation and Benefits

Name: Kaushik B

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1475.892857	17,711
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,499
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,499
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		251,999

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

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



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Surana College
16, South End Road
Bangalore - 560 004

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;
AND

Kaushik B, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.
The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole

discretion and notified to you in advance.

c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated

and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited Kaushik B

Sign: 

Name: Kaushik B



Sign: 

Name: Kaushik B

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



07-Jun-2021

Dear Hemanth S,
BCA, Computer Application
Surana College

Candidate ID – 16394563

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 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 251,999/-. This includes an annual target incentive of INR 12,000/- 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.284,111/-. This includes an annual target incentive of INR 12,000/- 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.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory 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: 21/08/2021

COWVENOR
Career Guidance & Placement Cell
Sri Venkateswara College
13, South End Road
Bangalore 560 004

Compensation and Benefits

Name: Hemanth S

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1475.892857	17,711
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
Annual Gross Compensation			220,499
Incentive Indication (per annum)**			12,000
Annual Total Compensation			232,499
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			251,999

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

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.


* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.


CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;
AND

Hemanth S, 21, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.
The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole

discretion and notified to you in advance.

c. The Company may also **require** you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which **will** be notified to you in advance.

d. Your office timings shall be **monitored** by the Company through appropriate systems & processes, as updated from time to time and **you** shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which **you** provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at **any** time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment **with** the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be **governed** by other applicable Company rules, processes, procedures and policies as may be drafted, **enforced**, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any **clarification** in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not **violate** or otherwise conflict with any agreement (oral or **otherwise**) to which you are or have been a party **and** that you possess all the requisite permits, work visas **and** clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have **satisfactorily** completed all of your obligations under any employment contract or other contract or agreement **with** any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated

and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited Hemanth S

Sign: Hemanth
Name: Hemanth



Sign: Hemanth
Name: Hemanth

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



Offer: Computer Consultancy
Ref: TCSL/DT20217992327/Bangalore
Date: 14/07/2021

Mr. Prathvish N G
#6378th B Main,
Basaweshwarnagar,
Bangalore-560079,
Karnataka.
Tel# 91-6361925342

Dear Prathvish N G,

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 **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** 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, this offer is liable to lapse at the discretion of TCS 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 and you meeting the TCS eligibility criteria.

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 **₹7,950/-** per month.

TCS Confidential
TCSL/DT20217992327

1

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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 ₹3,180/- 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. Personal Allowance

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. 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 ₹1,500/-. 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.

TCS Confidential

TCSL/DT20217992327

2

TATA CONSULTANCY SERVICES

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

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

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

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



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

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.

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.

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Training Period

You will be required to undergo class room and on the job training in the first twelve

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TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India

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

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

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



months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

3. Working Hours

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

4. Mobility

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

5. Compensation Structure / Salary components

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

6. Increments and Promotions

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

7. Alternative Occupation / Employment

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



8. Confidentiality Agreement

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

9. Service Agreement

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

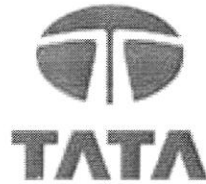
10. Overseas International Assignment Agreement

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

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

11. Terms and Conditions

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



12. TATA Code of Conduct

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

13. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

14. Retirement

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

15. Pre-employment Medical Certificate

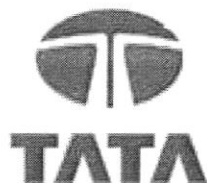
You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

16. Employment of Non Indian Citizens

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

17. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action



including termination of traineeship/service without notice.

18. Submission of Documents

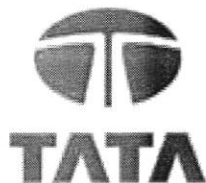
Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



documents

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

19. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

20. Letter of Appointment

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

21. Rules and Regulations of the Company

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

22. Compliance to all clauses

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



23. Data Privacy Clause:

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

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

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

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

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

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

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Bangalore - 560 004

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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 Xperience Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Prathvish N G
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

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.

##Contribution towards Employees' State Insurance borne by TCS.

*** 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.

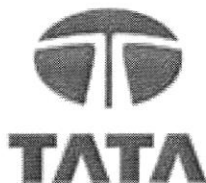
Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110



Annexure 2

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


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 Surana College
 # 16, South End Road
 Bangalore - 560 004



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

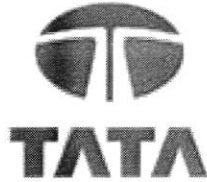
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

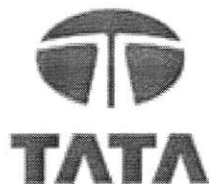
10. General

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

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

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

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



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

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

A handwritten signature in black ink, appearing to read 'M. S. Maheshwari'.

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Date: February 23, 2021
Ref: LTI/HR/Campus/NE1/2021
Name: Pavan Kumar S
College: SURANA COLLEGE

OFFER OF EMPLOYMENT

Dear Pavan Kumar S,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,63,037/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



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4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this '**Offer of Employment**' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Associate Director -
Campus Recruitment,
Learning & OD

I have read the letter and accept the same.

Signature and Date



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Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

ANNEXURE-1

Name	: Pavan Kumar S	Date	: February 23, 2021
Salary Grade	: AT1		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		3,000	
A. Base Salary (PA)	216,000	18,000	
Annual Incentive	10,000		
B. Total Variable (PA)	10,000		
C. Total Target Cash (A+B)	226,000		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	6,773		
D. Retirals & Other Benefits	37,037		
Cost to Company (CTC) C+D	263,037		



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Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.
Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
- 8) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

- *Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.
- You are required to declare your options under BoB in the SSC Portal.The guidelines relating to BoB are available under HR Policies.
- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



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ANNEXURE-2

Eligibility Criteria for Non-Engineering Candidates - Year 2021 Batch	
Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information Science and Electronics
Age Criteria: As on 1st July of Passing year (2021)	Less than 23 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No year drop allowed.
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	50% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Diploma(if applicable),Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered. • Aggsregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) • Conversion from CGPA into Percentage must be calculated as per your respective University norms • Provisional/Passing Certificate must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	• Not more than 2 active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects must be attempted and cleared in the First Attempt (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared with the final semester examinations
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(In the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirement. Non-performance during training/on the job phase is subjected to separation from the organization

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Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.
(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Candidate Signature: _____

Name: _____

Institution Name: _____

Mobile No: _____

Date of interview process: _____



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Surana College
16, South End Road
Bangalore - 560 004

Sinchana.J



Date: August 17, 2021
Ref: LTI/HR/Campus/NE1/2021
Name: Sinchana J
College: Surana college

OFFER OF EMPLOYMENT

Dear Sinchana J,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,63,037/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**
Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.
2. **Overseas Deputation/International Assignment**
It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.
3. **Documents**
Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

LTI

Let's Solve

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (<https://campbuzz.ltiinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.


The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,


For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Director - Campus
Recruitment, Learning
& OD

I have read the letter and accept the same.

Signature and Date


CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Date: 20th October 2021

Offer Letter

To,
Supriya P

Dear Supriya,

We are pleased to appoint you as **HR Executive** in the Services of **Skillovilla Technologies Private Limited** effective from **22nd October 2021** on the following terms and conditions:

1. PLACEMENT

Your employment with the Company is on a full-time basis and your place of posting would be **Bengaluru**. However, based on business exigencies you may be relocated or transferred to any other subsidiaries or affiliates, clients currently existing or which may get incorporated in future in India or abroad. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

You will be required to produce the following documents in original. Along with the originals, please bring photocopies of all the above for our records along with 4 passport size photographs:

- a) Salary Slip for last 2 months of your previous organization where you have worked
- b) All educational certificates (10th, 12th, Graduation etc.)
- c) Valid Photo ID proof and address proof (PAN/Passport/ Voter card/ Aadhaar card)
- d) PAN card
- e) Last employers' experience letter / appointment letter
- f) Proof of resignation / relieving letter from current employer

2. DUTIES

A schedule of your broad duties and responsibilities is given from time to time. However, the Company reserves the right to assign you such other duties and responsibilities as may be considered advisable in the Company's interest.

3. REMUNERATION

- a) Your Total **CTC** is **INR. 3,50,000 /-** (**Rupees Three Lakh Fifty Thousand Only**) per annum as detailed in Annexure A.
- b) The Company will deduct taxes and other statutory dues as may be applicable from the remuneration payable to you. You will be personally responsible for your tax liabilities and other dues. The Company shall also be entitled to deduct any sum as may be recoverable from you as per Company Policies.
- c) Performance bonus/incentives (if any) is payable at Company's discretion. At the time of disbursement, the employee has to be on the rolls of the Company. Employee who has submitted the resignation or who are under notice of termination of employment, either given or to be received from the Company will not be eligible for performance bonus/incentive at the time of disbursement.
- d) The Remuneration package will be governed by the policies and guidelines of the Company presently applicable and as may be modified from time to time. Future increase in your Remuneration and future prospects in the Company shall entirely depend on your performance,

SKILLOVILLA TECHNOLOGIES PRIVATE LIMITED

efficiency, hard work, regularity in attendance, sincerity, good behavior, conduct, and such other relevant factors including the Company's performance. Such increase in no case shall be instinctive and/or a matter of rights.

- e) If the Company at its discretion chooses to provide reimbursement/additional compensation and/or any other financial assistance at the time of joining in the form of:
- a. relocation assistance
 - b. joining bonus
 - c. any shortfall in the notice period extended to your past employer

the same shall be paid along with the salary after proper validation of the related documentary proofs. However, should you leave the services of the company within 1 Year from the date of your joining, you shall be required to re-pay back the amount falling in this category fully to the Company.

4. PROBATION PERIOD

You will be on probation for a period of three months starting your date of joining. Unless stated in writing, you will be deemed a confirmed employee after the expiry of the initial or extended period of probation. While on probation, your employment may be terminated by the Company by giving 15 days' notice. If your performance and/or conduct is deemed poor or unfit by the company, your probation may be extended, you may be put on a performance improvement plan, or your employment may be suspended at the discretion of the management.

5. EXCLUSION OF OTHER WORK

During the terms of your employment agreement, you shall not take without prior written consent of the Company, engage or be concerned directly or indirectly as principal, agent, director, employee, or otherwise in any either trade, business, occupation or private professional practice.

6. MEDICAL FITNESS

Your appointment and continuation in our employment will always be subject to your being found medically fit and the company will have the right to get you examined/re-examined by a company appointed medical practitioner/surgeon whose findings shall be final and binding.

7. LEGAL RELATIONS

This Agreement and the legal relations between the Company and Employee hereto shall be governed by and construed in accordance with the laws of India, and the parties hereby submit all disputes, arising out of or in connection with this Agreement or any breach or alleged breach of any provision hereof, to the exclusive jurisdiction of the Bengaluru, India Court.

The terms and conditions set out herein shall be deemed to be severable and, in the event of any of the terms and conditions being held by a court of competent jurisdiction to be invalid or unenforceable, the remaining terms and conditions shall nevertheless continue to be fully valid, binding and enforceable.

8. CONFIDENTIALITY

It is a condition of your service to ensure that the organization's policy of maintaining the strictest confidentiality for the remuneration you receive is observed by you at all times. Besides, the terms of this offer detailed above should be treated as privileged information between you and Company. You shall not during the employment or at any time thereafter, without the consent in writing of the Company,

SKILLOVILLA TECHNOLOGIES PRIVATE LIMITED

disclose or divulge or make public, except on legal obligations, any Confidential Information (Defined below) Concerning the Company's affairs, business, products, accounts, finances, clients, customers of the Company and upon termination you shall forthwith surrender to the Company all original and copies of documents, samples or other items relation to the matter aforesaid.

For the purpose of this clause, "Confidential Information" shall mean and include all non-public, confidential, trade secret and/or proprietary information of the Company and/or any third party, including but not limited to any client or customer information, which is proprietary and not available to public. Knowledge, technical data, trade secrets, know-how, developments and Intellectual Property Rights (as defined herein) accessed, created, received, exploited, developed and/or obtained by the employee during the course of his/her employment with the Company, whether orally, and/or in any form, whether or not such information was marked as confidential or not, including but not limited to data, plans, specifications, ideas, concepts, products, processes, prototypes, formulae, works in progress, systems, technologies, manufacturing or marketing techniques.

You must not take possession in any physical or digital form of any documents or tangible items which belong to the Company or which contain any confidential information from the Company's premises at any time without proper advance authorization.

9. INDEMNITY

You hereby agree that you will fully indemnify Company from and against all claims, costs, expenses, loss or damage (including but not limited to legal costs), incurred by Company or claimed of Company directly or by third party claims on Company, and in respect of revenue or opportunity value and damage to their businesses which may arise directly or indirectly from unauthorized disclosure or use of the Confidential Information or from any other breach of the terms of this Agreement by you.

10. INTELLECTUAL PROPERTY

- a) If you conceive any new and/or advanced method of improving process and/or formulae and/or systems in relation to the operations of the Company, such developments will be fully communicated to the Company and will remain the sole right and/or property of the Company. By signing this employment agreement, you assign to the Company, all intellectual property rights including all ownership rights and copyright and/or patent together with the exclusive right to develop, make, use, sell, license, and/or otherwise benefit from any inventions, discoveries, processes and improvements made by you during your employment with the Company, and agree to execute any further document that is necessary and/or desirable to give full effect to your obligation herein.
- b) You expressly agree that you shall without fail, assign and transfer to the Company, all your right, title and interest in and to any and all inventions, works of authorship, development, concepts, improvements, designs, discoveries, ideas, trademarks and/or trade secrets, whether or not register-able under copyright or other laws, which may be solely and/or jointly conceived and/or developed and/or reduced to practice, and/or cause to be conceived and/or developed and/or reduced to practice, during your period of employment with the Company ("Intellectual Property").
- c) You agree and confirm that you shall without fail and without any fee and/or compensation, render all assistance to the Company, both during your employment with the Company and thereafter on a best-efforts basis which assistance includes all documentation assistance,

SKILLOVILLA TECHNOLOGIES PRIVATE LIMITED

whatsoever. You also agree and confirm that you shall not indulge in any act, which may jeopardize the interest of the Company in any manner whatsoever.

11. RESPONSIBILITIES

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

12. EXCLUSIVITY AND NON-COMPETITION

- a) During the course of your employment with the Company, you will become familiar with the Company's trade secrets and with all other confidential information concerning the Company and its group companies. You know that your services will be of special, unique and extraordinary value to the Company. Hence your services hereunder shall be exclusive to the Company during the tenure of your employment with the Company. You shall not directly or indirectly, either yourself or through any third person own, manage, control, participate in, consult with, render services for Otherwise engage in any business competing with the business of the Company or its group companies.
- b) You shall not render any service whatsoever, with or without gain, to any third party without prior written consent of the Company. You agree and confirm that, apart from as set forth herein, you shall not during your employment with the Company and for a period of two years following the termination of your employment shall not render and / or provide any services in any capacity for any business directly competitive with that of the Company and/or any of its affiliates, nor shall you make investments (directly or indirectly) in any company or business competing with the Company or its group/related companies, provided however that nothing herein shall prevent you from investing as less than a 1% shareholder in the securities of any company listed on the stock exchanges in India.

13. BACKGROUND VERIFICATION

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

14. RETIREMENT/SUPERANNUATION

You shall retire from the services of the Company on reaching the age of 60, automatically and without any prior notice. However, the Company shall have the right to retire you earlier from the Services of the Company any time before you attain the age of 60, if you are medically unfit.

15. ANNUAL LEAVE

You will be entitled to paid and sick leaves as per the policy of the Company, as applicable from time to time.

16. COMPANY POLICIES, PROCEDURES AND REGULATORY REQUIREMENTS

- a) You will be governed by and will abide by the Company's rules, regulations and policies which are in force and as may be modified from time to time. The rules, regulations and policies are deemed to be incorporated herein by reference.

- b) Any notice that maybe required to be given to you shall be deemed to be duly and properly given, if hand delivered to you personally, or sent by email or sent by registered post to you at your address, as per the records available with the Company.
- c) This letter of offer, read with the documents referred to herein, shall be the sole document governing our relationship and supersedes all other letters of offer previously issued and/or all other agreements, memoranda, documents and discussions. Our relationship will be governed only by the terms hereof.
- d) You confirm that you shall:
 - a. Comply with all internal policies and procedures from time to time issued by the Company to its employees
 - b. Comply with all laws and industry codes of practice relevant to your role
 - c. Obey all lawful directions given to you by or under the authority of the Company

17. RESTRICTIVE COVENANT

You shall not during your employment pursuant to this engagement or within twelve months thereafter directly or indirectly induce, entice or solicit or attempt to induce, entice or solicit:

- a) Any employee of the Company to leave such employment, or
- b) The business (in completion with the Company) of any person or Company that has at any time during the period of employment hereunder been a Client or Customer of the Company. These restrictive covenants will apply in full force and effect in the event that you resign or are terminated by the Company. Your full & final settlement can be done only on your observance of all that is stated above & after getting the NOC in the required format.

18. TERMINATION OF EMPLOYMENT

- a) By the Company
Employment with the company may be terminated by the Company by sending a notice in writing and the employee is required to serve the notice period or pay in lieu of notice. The duration of the notice period is 30 days in case of confirmed employees and 15 days in case of employees on probation. It is clarified that the company shall not be required to serve any notice or pay any compensation or salary in lieu of the notice if you breach any of the provisions of this agreement or act contrary to the company's policy of interest or if you indulge in any unlawful activities. The Company also reserves the right to alter the duration of notice period after giving due intimation to you.
- b) By the Employee
Employment with the company may be terminated by the Employee by sending a notice in writing and serving a notice period or pay in lieu of notice. The duration of the notice period in this case is 60 days for confirmed employees as well as those on probation. The Company reserves the absolute right, at its sole discretion, to pay or recover salary in lieu of the notice period. It is clarified that the company shall not be required to serve any notice or pay any compensation or salary in lieu of the notice if you breach any of the provisions of this agreement or act contrary to the company's policy of interest or if you indulge in any unlawful activities. The Company also reserves the right to alter the duration of notice period after giving due intimation to you.

SKILLOVILLA TECHNOLOGIES PRIVATE LIMITED

- c) No leaves or compensatory offs will be granted during the notice period. In a scenario where the employee takes leaves during the notice period anyways, the Company reserves the right to extend the notice period or adjust the final settlement against the leaves taken.
- d) Absence for a continuous period of seven days without prior permission of your superior, would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
- e) In the event of short notice, the leave & other entitlements accrued to you will stand adjusted against the notice shortfall, if the Company so chooses.
- f) Notwithstanding the above, the Company may terminate this Agreement at any time during the Term, without prior notice or payment, for any one or more of the following reasons:
 - i. Misconduct including behavior (whether on or off duty) which is likely to bring the Company into disrepute or is unbecoming of a person entrusted with your status, responsibilities and confidence.
 - ii. Violation of any provision in the Standards of Business Conduct of the Company, the Corporate Governance Policies of the Company, and any further business conduct or ethics-related policy notified by the Company from time to time (collectively, the "Business Conduct Policies").
 - iii. In case of non-performance of the service to the satisfaction of the Company and on not achieving the individual milestones and other criteria set by the Company from time to time.
 - iv. In the event the Services that are performed by you are found to be non-compliance with the requirements of the Company and/or not in conformity with the policies and procedures of the Company.

On ceasing of your employment with Company you must return all Company properties entrusted to you like books, papers, documents, and other property which belong or relate to the Company, its customers or its affairs and any copies of such documents; and any vehicle, Computer Hardware or Software, keys, Security Pass, or other Property, which belongs to the Company (which includes Company Property also, which may be in your possession).

Breach of any of the terms and exclusivity of employment with us will result in termination of the employment agreement forthwith.


On behalf of the Company, we extend you a warm welcome and wish you every success in your career with SkilloVilla Technologies Private Limited.

SKILLOVILLA TECHNOLOGIES PRIVATE LIMITED

Please indicate your understanding and acceptance of the above terms and conditions by signing and returning the duplicate of this employment agreement to us.

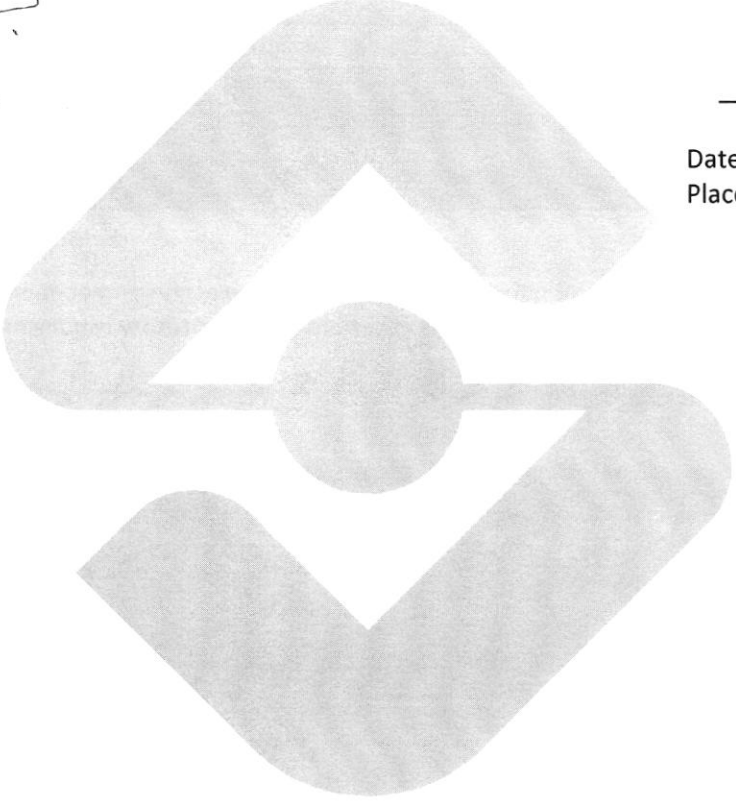
Yours faithfully,
For SkilloVilla Technologies Private Limited

Supriya P
Agreed, understood and accepted



Ronak Agrawal
(CEO, SkilloVilla)

Date:
Place:



SkilloVilla



CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Annexure A: CTC Breakup

Particulars	Monthly (INR)	Annually (INR)
Basic + VDA	14,583	1,75,000
House Rent Allowance (HRA)	5,833	70,000
Communication Allowance	1,500	18,000
Prof. Development Allowance	2,917	35,000
Special Allowance	1,736	20,832
Employer Contribution to PF	1,896	22,750
Gratuity	702	8,418
CTC	29,167	3,50,000

Note: Your fixed annual remuneration shall be payable pro-rata at the end of each month after deducting applicable tax and other deductions at source as per statutory requirements.



SkilloVilla

Affiliated to
Bangalore University

Approved by AICTE
Ministry of HRD
Government of India

NSB Business
School
ACADEMY

12/08/2021

Ms. Dhatri Vasishta
37/2, Ratna Vilas Road,
Basavanagudi,
Bangalore -04

Dear Ms. Dhatri ,

OFFER OF APPOINTMENT

Please refer to the personal interview you had with us. We congratulate you on your selection as **Corporate Relations Executive**. If this offer is acceptable to you, your employment with NSB Academy will be effective from the date of joining which shall be on **12/08/2021**.

The terms and conditions of this employment are elicited in the attached document for your understanding. You may please sign the duplicate copy of this offer letter and return to us for office files, indicating the date by which you would like to join.

We warmly welcome you to NSB Academy where you would be an important part of a resonant team envisioning excellence.

Wishing you a rewarding career with NSB Academy.


Director







CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Sy. No. 85, Singena Agrahara, Huskur Post, Anekal Taluk, Bangalore - 560 099
Ph: +91-80-29767777 | Email: mba@nsb.edu.in | Toll Free No. 1-800-889-6454

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SALARY PARTICULARS			
SALARY FOR THE MONTH of JUNE 2021			
NAME:	Dhatri Vasishta	DEDUCTION	
Basic & DA	15000	PT	200
HRA	6250	ESI(0.75%)	0
Other	3750	EPF (12%)	1800
Gross	25000	NETT	23000
CONTRIBUTION			
		NSB-ESI(3.25%)	0
		NSB-EPF(12%)	1800
		CTC PER MONTH	26800
		CTC PER YEAR	321600

Dhatri Vasishta

S



Dhatri Vasishta
CONVENOR

Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Dear Sir/Madam,

Greetings from **REVA University!!**

Please find the attached copy of LTI final selected students list.

Below mail from company

We would like to express our gratitude for your kind support throughout our Non-Engg. 2021 batch virtual selection process.

Attached is the list of final selects offered by LTI through the pooled at Bangalore (Intended to candidates meeting the attached eligibility criteria only).

Our Offer of Employment has been released to all final selects.

Roadmap ahead on receiving the Offer letter from our 'CampBuzz Portal':

- Candidate is requested to **Login to our CampBuzz Portal** (CampBuzz Portal ID & Password will be shared in the 'Offer of Employment' Email)
- Candidate should **mandatorily register** by filling the Candidate Registration form on the portal.
- Candidates **completing their Registration** on the CampBuzz portal **ONLY will be considered for joining.**

Kindly note that the selection of the candidate is made on the basis of him/her meeting the following conditions (repeating these again to avoid any ambiguity):

1. Meeting the eligibility criteria attached with the e-mail
2. Selected candidate must be ready to sign a 2 year service level agreement with us.
3. Selected candidate must be open for relocation (their job location could be any of our development centers across India).
4. Candidate found medically fit (details on this would be shared in the joining e-mail).

We expect close to 100% Joining ratio from students offered by the Company.

Warm Regards,

Dr. N Ramesh

Dean - Training, Placement & Planning

Mobile: +91 98805 14718

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru |
Karnataka 560 064

[Chat with me on Teams!](#)



CONVENOR

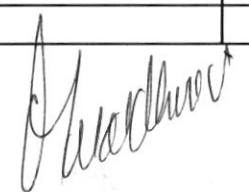
Career Guidance & Placement Cell

Surana College

16, South End Road

Bangalore - 560 004

Sr. No.	Gender	CandidateName	TraineeType	Mobile	College	Degree	YearofPassing
1	Mr	PARAMESH MAZUMDER	AT1	8902555997	ACHARYA INSTITUTE OF GRADUATE STUDIES	BCA	2021
2	Mr	Kharesiddeshwar Langoti	AT1	7996073360	ACHARYA INSTITUTE OF GRADUATE STUDIES	BCA	2021
3	Mr	Ashish C	AT1	7090041294	ACHARYA INSTITUTE OF GRADUATE STUDIES	BCA	2021
4	Mr	Mohammed Baseer	AT1	9972330601	CMR UNIVERSITY	BCA	2021
5	Ms	Meghanisha R	AT1	9113988751	CMR UNIVERSITY	BCA	2021
6	Ms	Mehaboobi Taj U badigera	AT1	9535211417	Maharani Lakshmi Ammanni College for women	B.Sc	2021
7	Ms	Yashashwini E	AT1	7760091379	Maharani Lakshmi Ammanni College for women	BCA	2021
8	Ms	SARIKA H	AT1	9731861035	Maharani Lakshmi Ammanni College for women	BCA	2021
9	Mr	Surya S	AT1	9380599521	Presidency college	BCA	2021
10	Mr	Nitesh Kumar M	AT1	9066923419	Reva University	BCA	2021
11	Mr	RAKESH V	AT1	9743297092	Reva University	BCA	2021
12	Ms	Krudanya. H. L	AT1	7019126513	Reva University	BCA	2021
13	Ms	K S VISHNUPRIYA	AT1	8296741748	Reva University	B.Sc	2021
14	Ms	Niveditha Gupta	AT1	6364407139	Reva University	BCA	2021
15	Mr	Dev Parihar K H	AT1	7411481997	Sindhi College	BCA	2021
16	Ms	Chaitra S	AT1	7795644564	St Claret College	BCA	2021
17	Mr	Sanjay.S	AT1	8495921556	St Claret College	BCA	2021
18	Ms	Lavanya R	AT1	7619474596	St Claret College	BCA	2021
19	Ms	Vijayshree J Rathore	AT1	7022393356	St Claret College	BCA	2021
20	Ms	Shilpa . S	AT1	7259541801	St Claret College	BCA	2021
21	Ms	Sowmya PM	AT1	7760859277	St Claret College	BCA	2021
22	Ms	V Aishwarya	AT1	6363564489	St. Anne's degree college for women	BCA	2021
23	Ms	Shalini R	AT1	8618630716	SURANA COLLEGE	BCA	2021
24	Ms	JAYASRI MAITY	AT1	9632706161	SURANA COLLEGE	BCA	2021
25	Mr	PAVAN KUMAR S	AT1	7349305530	SURANA COLLEGE	BCA	2021
26	Ms	Bhavana A M	AT1	9632134159	SURANA COLLEGE	BCA	2021
27	Mr	Rishikesh Mishra	AT1	8873858752	SURANA COLLEGE	B.Sc	2021
28	Mr	Sujan M	AT1	7892002514	SURANA COLLEGE	BCA	2021


 Career Guidance Cell
 # 16, South End Road
 Bangalore - 560 004

Surana College final selects FY - 2021

GH

Gokul H <gokul.h01@infosys.com>

Tue 10/26/2021 1:59 PM

Reply all More actions

To: UGPlacement

Cc: Venkatesh Prasad03 <venkatesh_prasad03@infosys.com>

+1 other

Dear Placement Officer,

Greetings from Infosys BPM Ltd!!

Please find below the final selects from Surana College for the FY 2021.

□

Sl No	First Name	Last Name	Personal E mail ID	Contact No	Highest Qualification
1	Dhanusha	MN	dhanushadhanu41558@gmail.com	919901188243	BBA - 2021
2	Sanjana	C Mouli	sanjanacmouli18@gmail.com	918660113467	BBA - 2021
3	Sahana	S	sureshsahana51@gmail.com	919886622933	B.Com - 2021
4	Padmini	M P	pmallenahalli4@gmail.com	919448412125	BBA - 2021
5	Sujitha	J	sujitha3042001@gmail.com	918867619600	BBA - 2021
6	Spoorthi	C G	spoorthichandru12@gmail.com	918217309259	B.Com - 2021
7	Sunil	Jangra	sunyljangra0001@gmail.com	919728237807	B.Com - 2021
8	vaishnavi	Iyengar B	vaibhaviiyengar1220@gmail.com	917338109865	B.Com - 2021
9	Uday	HP	hpuday25@gmail.com	919380629172	B.Com - 2021
10	Surya Prakash	M	suryanaidu028@gmail.com	919916680215	B.Com - 2021
11	Niroop	R A	niroop.rohith@gmail.com	9845061199	BBA - 2021
12	Saloni	PA	salonipa3012@gmail.com	916362606072	B.Com - 2021
13	Shrimanth	B S	shrimanth28@gmail.com	918088886993	BBA - 2021
14	Deepak	M	deepudeepak920@gmail.com	918892610010	B.Com - 2021
15	Ramya	R	ramyar0103@gmail.com	918904748239	B.Com - 2021
16	Ashwini	Muthlooru Srinivas	srinivasaashwini576@gmail.com	919606215030	BBA - 2021
17	Parikshit	Arya K L	parikshitaryakl@gmail.com	918095360217	B.Com - 2021
18	Sneha S	Nair	snehasnair274@gmail.com	917760047585	BBA - 2021

19	Nithin	Kumar Sharma	nithinkumarsharma@gmail.com	6361590546	B.Com - 2021
20	Deekshith	D	deekshithgowda402@gmail.com	9163616739 45	BBA - 2021
21	Kartik	Shetkar	kartikshetkar108@gmail.com	9190114088 44	B.Com - 2021
22	Sumaiya	Fathima	sumaiya0248@gmail.com	9170197371 44	BBA - 2021
23	Rahul	R	rahul.r723813@gmail.com	9181052245 30	B.Com - 2021
24	Anurag	T	anurag.anuragt@gmail.com	9163623195 45	B.Com - 2021
25	Pragna	C G	pragnachitlore16@gmail.com	9170904315 43	B.Com - 2021
26	Syed	Junead	sydneyunead@gmail.com	9181975130 09	B.Com - 2021
27	Ayan	AHAMED	anahmed1926@gmail.com	9906664793 9	BBA - 2021
28	Mamtha	Ostwal	mamthapostwal@gmail.com	9170194776 68	BBA - 2021
29	Manitha	YADAV	manithayadav10@gmail.com	9196327131 22	B.Com - 2021
30	Supriya	P	supriyaputtaraju5@gmail.com	9198865528 35	BBA - 2021
31	Ayush	Gandhi	ayushmutha7492@gmail.com	9186602142 44	B.Com - 2021
32	Sneha	S	snehaiyer2000@gmail.com	9199647079 33	BBA - 2021
33	Meghana	G Krishna	meghanagkrishna24@gmail.com	9193538344 87	BBA - 2021
34	Syed	Jibran	jibransyed49@gmail.com	9181058538 66	B.Com - 2021
35	Koushik	R	koushikcheathan123@gmail.com	9195915320 96	B.Com - 2021
36	Janakirama na	R	janakiramana23@gmail.com	9196324150 48	B.Com - 2021
37	Tanush	S	tanushtanu07@gmail.com	9538185354	B.Com - 2021
38	V Rohan	Bharadwaj	romo6698@gmail.com	9902488527	BCA -2021
39	Sinchana	J	sinchana jagannat@gmail.com	9480679353	BCA -2021
40	Aftab	Khan	aftabkhan3415@gmail.com	9193802199 68	BCA -2021
41	Mamatha	Dilish	mamathadilish2001@gmail.com	9181972973 94	B.Sc -CS- 2021
42	Uday	Kumar	heyuday46@gmail.com	9731867223	BCA -2021
43	Chandrakal a	A	chandrakala.ammu13@gmail.com	7338321108	BCA -2021

Best Regards,

Gokul H
HRO - Campus Recruitment Team
+91-8088573561

M. Anish
CONVENOR
 Career Guidance & Placement Cell
 Surana College
 # 16, South End Road
 Bangalore - 560 004



HRD/2T/21-22/1001980373

July 29, 2021

Mr. PAVAN KUMAR S
Candidate ID: 1001980373
#107/1, "Kukkeshri", Dwarakanagar, Channasandra
Dr. Vishnuvardhana Road
Bangalore - 560098
Karnataka
India
Ph: (91) 73493 05530

Dear PAVAN,

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 **Operations Executive** in Job Level 2 with the company. Your DoJ is **January 3, 2022** 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 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** will be **INR 222972** 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

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

AKshatha. G.S

Infosys



HRD/2T/21-22/1001975702

July 29, 2021

Ms. Akshatha G S
Candidate ID: 1001975702
#16
3Rd Cross, Bayanpalya, Kanakpura Road
Bangalore - 560109
Karnataka
India
Ph: (91) 78996 20459

Dear Akshatha,

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 **Operations Executive** in Job Level 2 with the company. Your DoJ is **January 3, 2022** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



HRD/2T/21-22/1001976050

July 29, 2021

Mr. Anish J
Candidate ID: 1001976050
#3971, 11Th Main, 16Th Cross,
Kumaraswamy Layout
Bangalore - 560078
Karnataka
India
Ph: (91) 97419 92023

Dear Anish,

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 **Operations Executive** in Job Level 2 with the company. Your DoJ is **November 15, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



HRD/2T/21-22/1001983259

July 29, 2021

Mr. Nagarjun Kaushik N
Candidate ID: 1001983259
17/1, 1st Main, 3rd Cross,
Raghuvanahalli
Bangalore - 560062
Karnataka
India
Ph: (91) 85530 19973

Dear Nagarjun,

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 **Operations Executive** in Job Level 2 with the company. Your DoJ is **November 15, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



HRD/2T/21-22/1001977062

July 29, 2021

Ms. Chandushwetha M
Candidate ID: 1001977062
No. 22, Beereshwara Nagar, 7Th Main
Chunchaghatta Main Road, Konankunte Post , Bangalore-560062
Bangalore - 560062
Karnataka
India
Ph: (91) 63603 70137

Dear Chandushwetha,

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 **Operations Executive** in Job Level 2 with the company. Your DoJ is **January 3, 2022** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Offer of employment with ANZ

Confidential



ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park -
SEZ,
Outer Ring Road, Nagavara & Rachenahalli
Village
K R Puram Hobli
Bengaluru 560 045

14 October, 2021

Suhas Subramanaya
st No. 76, 3 Cross, Munireddy Layout,
Doddakallasandra, Bangalore, Karnataka
560062
India

Dear Suhas,

On behalf of ANZ, I am pleased to offer you the
position of Analyst with ANZ Support Services
India Pvt Ltd (ANZ).

This letter provides you with the information
you need to accept this offer and the things you
will need to do prior to your commencement
with ANZ. You will find enclosed a copy of your
employment agreement.

**Accepting ANZ's offer of employment and next
steps**

As part of our e-Execution process, you will be
asked if you accept the offer and the terms of
employment in the employment agreement
(including the cover letter and Schedules). We
must receive your e-Executed employment
agreement electronically within five calendar
days from the date of this letter, otherwise this

A handwritten signature in black ink, appearing to read 'H. Subramanaya'.

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer.

I look forward to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely



Rita Newman
Tribe Lead, Joiners & Movers



CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park -
SEZ,
Outer Ring Road, Nagavara & Rachenahalli
Village
K R Puram Hobli
Bengaluru 560 045

14 October, 2021

Suhas Subramanaya
st No. 76, 3 Cross, Munireddy Layout,
Doddakallasandra, Bangalore, Karnataka
560062
India

Dear Suhas,

On behalf of ANZ, I am pleased to offer you the position of Analyst with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

A handwritten signature in black ink, appearing to read 'H. Subramanaya', written over the printed name of the convenor.

CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending ~~employment with~~ ANZ



CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Schedule 1 - Details of position and working arrangements

Position title

Analyst

Classification

Officer Group 6.3

Reporting arrangements

Afzal Khan

Place of work

Manyata Embassy Business Park, Outer Ring Road, Near Nagavara, Bengaluru - 560045

Commencement date

8 November, 2021

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension



CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statute, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

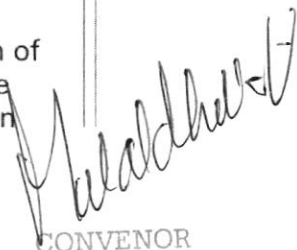
In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria ~~provided in applicable Indian~~



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Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

- (a) during your probation period; or
- (b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and



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Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Attachments

QUERIES OR QUESTIONS ABOUT YOUR OFFER BEFORE ACCEPTING?

If you have a query about your offer or wish to discuss any of the terms and conditions contained in your employment agreement prior to accepting, please contact:

Recruiter

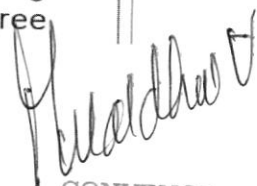
Abhishek Lakshminarayana

Email

Abhishek.Lakshminarayana@anz.com

OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree



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OFFER RESPONSE

By selecting 'Accept the offer' I am confirming that I have read, I have understood and I agree to all the terms and conditions set out in this employment agreement (including the Schedules).

By selecting 'Decline the offer' I am confirming that I am declining the offer set out in this employment agreement and have provided my reasons in the comments box below

* Response

Accept the offer

Decline Comments (if you are declining the offer)

Any comments entered here will be received by the Recruiter

MY ELECTRONIC SIGNATURE

* First Name (Please type your First Name as shown below under Printed Name)

* Last Name (Please type your Last Name as shown below under Printed Name)

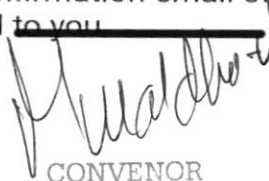
PRINTED NAME

Suhas Subramanaya

Date (captured upon submission)

17/10/21

Before clicking on 'Submit' please ensure you have selected the correct option (accept or decline) and that all the other information you have provided in the electronic signing page is correct. Once you click 'Submit' your response will be sent to and recorded in ANZ's systems. A confirmation email of your decision will be emailed to you.

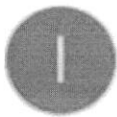


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Infosys Limited | Virtual
Onboarding Survey

Inbox



Infosys Limited 29 Jun

to me ^



From Infosys Limited • offers@infosys.com

To dhanalakshminagaraj259@gmail.com

Date 29 Jun 2021, 5:35 pm



Standard encryption (TLS).

See security details

Dear Candidate,

Greetings! We hope you and your family are safe and well.

You have been selected for Operations Executive role and as we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

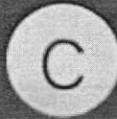
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Wipro Campus Update_LOI



Inbox



Campus HR Team Sep 3

to me



September 3, 2021

Dear MAMATHA. S ,
Resume Number - 20885592

Based on our discussion with you, we would like to inform you of our intent to offer you the role of **Scholar Trainee- Work Integrated Learning Program** which will be in Career Band **WASE/WIMS** of the organization.

The stack for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as

Mamatha S
CONVENOR
Career Guidance & Placement Cell
Surana College
16, South End Road
Bangalore - 560 004



To shaziyabanu656@gmail.com

Date 29 Jun 2021, 6:01 pm



Standard encryption (TLS).

See security details

Dear Candidate,

Greetings! We hope you and your family are safe and well.

You have been selected for Operations Executive role and as we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

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To shaziyabanu656@gmail.com

Date 29 Jun 2021, 6:01 pm



Standard encryption (TLS).

See security details

Dear Candidate,

Greetings! We hope you and your family are safe and well.

You have been selected for Operations Executive role and as we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

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Campus HR Team Jul 1

to me ▾



July 1, 2021

Dear MAMATHA DILISH ,
Resume Number - 20799401

Based on our discussion with you, we would like to inform you of our intent to offer you the role of **Scholar Trainee- Work Integrated Learning Program** which will be in Career Band **WASE/WIMS** of the organization.

The stack for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to

Mamatha Dilish
CONVENOR

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TCS Offer Letter

Inbox

**TCS Recruitment - Entry...** 7 Jul

to me ▾



Dear Rishikesh Mishra,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

- 1. Connect to the internet and click on the link:
<https://nextstep.tcs.com>.**
- 2. Login to the system using your Login Credentials.**
- 3. To accept the offer letter, click on Offer Letter.**
- 4. Click on I Accept button to accept the offer**
- 5. Once you accept the offer letter, you can download the same.**


We will be in touch with you to keep you abreast of the latest happenings at TCS.

Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111 (toll free) / ilp.support@tcs.com

Warm Regards,

Talent Acquisition Group


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Infosys Campus Recruitment Program: Congratulations! You have a job offer ★

Inbox

 Infosys Freshers Recruit... 6 May
to me ▾



Dear Rishikesh Mishra,

Thank you for participating in the Infosys Campus Recruitment Program for 2020-21.

Congratulations! You have cleared the interview round to receive a final job offer for Operations Executive role. The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com

You will soon hear from us about the next steps of the process.

We look forward to welcoming you into our Infosys family

Best regards,

Talent Acquisition
Infosys

[Handwritten Signature]
CONVENOR
Career Guidance & Placement Cell
Surana College
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Bangalore - 560 004



2:30

4G 58



Infosys BPM Ltd. Campus Documentation - 2021

Inbox



Nidhi K Samani Jul 30

to



Dear Candidate,

With reference to your interview with Infosys BPM Ltd you are requested to share the below listed documents (soft copies only) **Submit by 07-August-21 as you a Select**

1. Please fill the attached soft copy and share it with us. (Photo and signature with Jpeg format to be attached)
2. 10th Mark Sheet & Board Certificate. **(Original Scanned Copy)**
3. 12th Mark sheet & Board Certificate. **(Original Scanned Copy)**
4. All Graduation Mark Sheets till Fifth Semester. Each year separate mark Sheet or consolidated mark sheet. **(Original Scanned Copy)**
5. ID Proof – Voter ID/Passport/Driving license. **(Original Scanned Copy)**
6. Updated Resume
7. Photo- Clear passport size Photo

Note : A) You should be all clear in all the semester attended so far.

B) Kindly download Cam Scanner/ Doc Scanner or any other application to Scan the documents.

C) Kindly select any one Essay

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**LTI**

Date: February 23, 2021
 Ref: LTI/R/Campus/NE-1/2021
 Name: Rishikesh Mishra
 College: SURANA COLLEGE

OFFER OF EMPLOYMENT

Dear Rishikesh Mishra,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,63,037/-** as per the details mentioned in "Annexure-1".

You will also be issued a detailed "Letter of Appointment" at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **Annexure-2**.

The date of commencement of training and venue for reporting will be intimated to you in advance. During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS**1. Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

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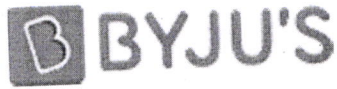
Page 1 of 5

LTI**4. Background Verification**

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. This includes but not limited to your current / previous employment history (if applicable), educational / professional credentials, medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs. 2,00,000.



OFFER LETTER

Date: 04-02-2022

Dear Sunil Kumar,

We congratulate you on the successful completion of the Fixed Term Traineeship with us. On the basis of your performance, we would like to offer you the position of **Business Development Associate- Sales**, with effect from **07-02-2022**. This role involves Direct Sales and you are expected to operate out of the specified Work Location.

Employment Details

Department	:	Business Development
Employment Type	:	Regular
Designation	:	Business Development Associate- Sales
Work Location	:	Byjus -Ranchi
Onboarding Date/Time	:	07-02-2022 (8:30 AM)

Compensation Details

You will be offered a total compensation of INR 1000000 LPA which includes the following components:

Fixed Compensation	:	INR 700000/-
Variable Compensation	:	INR 300000/-

Details about the Variable Compensation will be communicated to you post your joining the Company. 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 (which will be governed by the taxation laws of the country)
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions


You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued after your joining. You are requested to join the services of the Company no later than **07-02-2022**, failing which you may consider the offer to be withdrawn.

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.

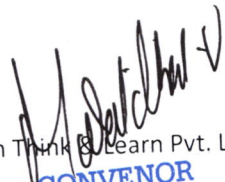
To accept the offer, kindly sign the document digitally and submit.

Best Regards,

Human Resources
Think & Learn Pvt. Ltd.

Your Signature: 

This is a system generated document that does not require a signature from Think & Learn Pvt. Ltd.


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Byjus - Offer Letter -TNL71882410


Final Audit Report

2022-02-04

Created:	2022-02-04
By:	Onboarding Team (onboarding@byjus.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAuQ7gUWTr_tWBYg6ugt4wWtOml89QYad0

"Byjus - Offer Letter -TNL71882410" History

-  Document created by Onboarding Team (onboarding@byjus.com)
2022-02-04 - 12:56:54 PM GMT- IP address: 49.207.210.17
-  Document emailed to Sunil kumar (sunil.kumar26@byjus.com) for signature
2022-02-04 - 12:56:58 PM GMT
-  Email viewed by Sunil kumar (sunil.kumar26@byjus.com)
2022-02-04 - 12:58:36 PM GMT- IP address: 66.249.84.50
-  Document e-signed by Sunil kumar (sunil.kumar26@byjus.com)
Signature Date: 2022-02-04 - 1:17:14 PM GMT - Time Source: server- IP address: 27.61.76.181
-  Agreement completed.
2022-02-04 - 1:17:14 PM GMT


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APPOINTMENT LETTER

24 March, 2022

Dear **Gopikrishna Miriyala,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at IN-KA-Bengaluru. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs86000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

A handwritten signature in black ink, appearing to read "M. Sridhar", is written over the typed name "CONVENOR".

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Signed by Gopikrishna Miriyala | gopikrishna7778@gmail.com | 24-03-2022 03:09:05 PM IST | 157.15.15.187

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.


5. Term:

Employment period shall commence on **25 March, 2022** and You will join as a confirmed employee.

1. Your employment with the Company shall be terminable, without reasons, by either party giving two-months notice. 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.
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.


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7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,



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plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.



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8. NONCOMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

1. Will not engage in any external activities of a commercial nature
2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties.

Other Provisions

1. **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
2. **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
3. You shall be governed by the "Service Agreement" as applicable to you

It is understood that your date of joining **Wipro Limited**, will not be later than **25 March, 2022** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.



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ANNEXURE I

Name	Gopikrishna Miriyala
Designation	Associate
Date Of Joining	25 March, 2022
Level	AA
Basic	86000
House Rent Allowance	43000
Bonus	17200
WBP	43046
PF	15466
Gratuity	4137
ESI	6151
Target Cost To Company (per Annum)	215000



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CANDOR

14th Feb 2022

Sharan Madhini Radhakrishnan
#32, Sathya Nivas, 1st Floor, 5th Main,
Opp To HDFC Bank, Santhrupthi Nagar,
JP Nagar 7th Phase, Bangalore – 560078

Dear Mr Sharan Madhini Radhakrishnan,

Sub: Letter of Appointment and Engagement

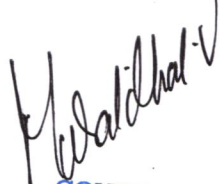
We have pleasure in appointing you to perform any service (“Work Assignment”) that may be required to be performed by our Client, **Dunzo Digital Private Limited**. We are a service-based Company undertaking to perform certain areas of professional works / services and certain HR services for our Client Organisations. We offer to engage you to perform specific Work Assignments from time to time for our Client Company at a specified location.

The terms of this letter shall govern your relationship with Candor now and in the future and each and every Work Assignment for our Client Company, shall be executed through a Work Assignment Letter and will be a full and complete acceptance by you to perform the services expected of you after taking into account the level and type of work and your own experience and qualifications. Upon acceptance of the Work Assignment Letter, you shall:

- (i) Fully perform the services, in a professional manner, at the Client’s location till the completion of the Work Assignment;
- (ii) During the term of the Work Assignment render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties;
- (iii) Not to engage in any conduct detrimental to interests of our Client Company or Candor;
- (iv) Not to offer yourself for employment, either directly or indirectly, with the Client or its Affiliates during the period of the Work Assignment without the prior permission of Candor & termination formalities with Candor
- (v) Comply with the safety, health and other Rules & Regulations of our Client Company.
- (vi) To strictly follow our Client Company’s working hours & leave policy
- (vii) Extend all co-operations to the Client Company Employees, consultants, representatives etc., and do all such things as may be necessary and comply with all terms of the applicable Work Assignment Letter so as to effectively undertake the Work Assignment.
- (viii) You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Dunzo Digital Private Limited or Candor.

Date and period of Appointment

Your appointment will be effective on and from 14th Feb 2022 for a period of 12 Months.


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Probation

To assess your fit and the Services you provide, the first three (3) months of your Services will constitute a probationary period. (“**Probationary Period**”) At any time during this Probationary Period, Candor may terminate your employment without cause and without advance notice or pay in lieu of notice. If this occurs, we would have no further obligation to you, financial or otherwise.

Salary & Remuneration

As consideration for the services performed, as per the terms & conditions of this Letter of Appointment and the Work Assignment Letter, Candor will pay you a monthly remuneration as detailed in Annexure-1. Your remuneration will become effective on & from the date of your joining the Company and such joining date will be evidenced in writing through a letter addressed by you to the Company. Candor will be entitled to make necessary statutory deductions from your monthly remuneration as required by the Law of this Country or in respect of any amounts due to Candor or our Client Company from you. Your remuneration may be revised from time to time at the sole discretion of our Client Company and such revisions, which will always be in writing, will be effective as per the terms of Candor's Letter of Revision and accepted in writing by you.

Conduct

You are required to maintain utmost devotion to duty and shall not do anything unbecoming of an Employee in the service of the Company or while working in the Client Company. You shall and adhere to the code of conduct and discipline in the Client Company during your tenure of work at the Client's Office/Premises. Any complaint by the Client will be viewed seriously. If you commit any offence as per the Client Company's policies or as per applicable law, then Client company may take necessary action.

Background Verification

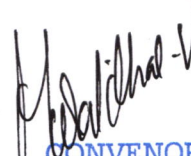
You hereby authorize Candor to undertake any background checks directly, or through an external agency. If on such verification, it is found that you have furnished false/incorrect information/document/s, including concealment of any information deemed important for your engagement by The Company, your services are liable to be terminated, with immediate effect and without notice and without any compensation.

Confidential Information

You will not at any time, without our consent and the consent of the Client Organisation, in writing, disclose or divulge or make public any information or data regarding the Company's affairs and/or without the consent of the Client company, in writing, disclose or divulge or make public any information or data regarding the Client Company in whatsoever manner except on legal obligation, and this will include any matters pertaining to the administration of our Company or that of our Client Company or any data pertaining to research carried out by the Client Company where the same may be confided to you or become known to you in the course of your services with our Client Company.

Adherence to Information Technology (IT) Policy and any other Workplace Policy that may be applicable

- You shall be responsible to follow the defined IT policy of the Company and or its Client.
- You will exercise due diligence and follow the correct laid down operating procedures while using all the hardware including your Desk Top/Lap Top, Printer, Scanner, Photo Copier etc.
- You will use the allotted official Email ID for official purpose and official communication only and shall never transmit/communicate any text, message or communication in any form which may be classified as derogatory, defamatory, leading to harassment or sexual abuse to your colleagues, sub-ordinates, seniors or any person having business interest in your Company or its Client or otherwise.
- You shall also be responsible for the safety and security of the data including but not limited to various software installed/copied in your desktop/laptop for the period while such hardware/software is in your possession.
- You shall also keep the Company and/or its Client indemnified against any loss or damage which they may incur due to any act of your misconduct or mishandling of the said hardware and or peripherals


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during the term of this employment contract without prejudice to other rights and remedies available to them under any other Act or Laws in force for the time being.

Conflict of interest:

- You shall not during the continuance of this agreement except with the knowledge and consent of **Candor/Client** embark, engage, whether for reward or gratuity, in any activity which would interfere with the performance of your duties with the Client or which, to your knowledge would constitute a conflict of interest with the business of the Client.
- You shall also not solicit / seek / explore employment with the client and/or with any of the competitor during the contract period (included extended period, if any) and if found doing so the same would constitute conflict of interest and render you liable for legal action including termination of services without any notice or any salary in lieu thereof besides recovery of adequate damages etc.
- If you are found indulging in any conduct, behaviour and activity either in a group/isolation, which is deemed to be against the interests of the **Client/Candor** or violation of the terms of this contract agreement, the same would be deemed as Conflict of Interest and render you liable for legal action including termination of services without notice, recovery of adequate damages etc.

Certificates

You are required to furnish copies of proof of age, educational qualification and previous work experience and Candor may, at its sole discretion, check the validity and authenticity of the documents submitted and during the process of such checks speak to whomsoever we may consider necessary for this purpose. You are also required to submit two passport-size photographs of yourself and full details of your family as may be required by Candor and/or the Client Organisation.

On Separation

Either Party to this Letter of Appointment & Engagement i.e. Candor and its Employee engaged under this Letter of Appointment & Engagement may terminate this arrangement of employment by giving the other Party a Notice Period of one month, in writing, or salary in lieu thereof. In case there is no Work Assignment subsisting, either Party may terminate this arrangement of employment forthwith by submitting to the other a notice of one month, in writing. In such cases of separation Candor will pay you the Final Settlement amount as per the terms of this Letter of Appointment and as per applicable law for the time being in force.

On acceptance of the separation notice and during the notice period or otherwise, you will arrange to hand over to Candor as well as to Client Company all correspondence, specifications, formulae, books, documents, market data, literature, drawings, records etc., belonging to the Company as well as the Client Organisation or relating to its business and shall not make or retain any copies of the same.

Termination:

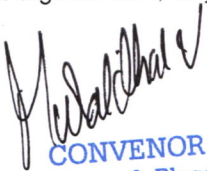
Candor, based on the specific instructions from the Client Company, will have the right to terminate your services without any notice whatsoever under any one or more of the following circumstances:

With Notice –

- 1) If the Client Company is forced to shut down the business due to performance issues or if the particular role or profile is removed or is no longer found necessary.
- 2) You are being hired for an exclusive project of Dunzo Digital Private Limited. In case of cancellation or termination or closure of the contract between Dunzo Digital Private Ltd and Candor, your appointment with Candor will automatically cease to exist.

Without Notice

- 3) If we have reason to believe that you have committed deliberate acts of omission and/or misrepresentation which go against the interests of our organisation or that of our client organisation, or your actions/inactions


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EMPLOYMENT OFFER LETTER

Capgemini Ref: 5530944 /1037480 ,
02/15/2022 ,
Amogh V ,
Bangalore ,Karnataka ,
Bangalore ,Karnataka ,
India.

Confidential

Dear Amogh V ,

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 02/16/2022 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Associate /A2
- B) You will be required to work at the Company's offices in location Bangalore IN
- C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 252131/- (Rupees Two Lakh Fifty Two Thousand One Hundred and Thirty One only only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. 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:

The breakup of your all-inclusive annual target compensation given in Exhibit 2

- D) The following elements are included in the compensation package stated above:
1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
 2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
 3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.


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E) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.

2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.

3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.

4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.

5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

F.) A. Retention Bonus (Not applicable for Bangalore Location)-On successful completion of **two years** from the date of joining you would be entitled to receive a retention bonus of INR. 50,000/- (Rupees Fifty Thousand Only) and will be fully taxable. This amount is fully recoverable if you leave the organization within 12 months from date of PAYOUT.

B. Joining Bonus- Not Applicable

C. Notice period buy Out : Not Applicable

D. Relocation - Not Applicable

G) Probationary Period:

1. You will be on probation for a period of **six months** from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.

2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

H) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.


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I) Conditions of hire:


1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company;
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Caggemini);
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

J) Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.

K) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Caggemini Technology Services India Limited,
Brigade Metropolis, Summit – Tower 'A',
73/1, Garudacharpalya, Mahadevapura Post,
Whitefield Main Road,
Bangalore – 560048


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You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Aarti Srivastava

Head of HR - Business Services


Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Amogh V

Date: 02/15/2022



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Exhibit 2

Name	Amogh V
Designation	Associate
Grade	A2
Location	Bangalore IN

COMPONENTS	PER MONTH	PER ANNUM
Basic Salary	Rs. 14,470.00	Rs. 173,640.00
House Rent Allowance	Rs. 0.00	Rs. 0.00
Other Allowance and Reimbursement - 1	Rs. 0	Rs. 0
Other Allowance and Reimbursement - 2	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 2,894.00	Rs. 34,728.00
Total Gross Salary	Rs. 17,364.00	Rs. 208,368.00
Capgemini contribution to PF	Rs. 1,736.00	Rs. 20,837.00
Gratuity (Accrual only)	Rs. 696.00	Rs. 8,352.00
Total Fixed compensation	Rs. 19,796.00	Rs. 237,557.00
Variable Pay (as per policy)	Rs. 0.00	Rs. 0.00
Total Cash Compensation	Rs. 19,796.00	Rs. 237,557.00
Insurance Premium (Mediclaif, Personal Accident, Group Term Life)	Rs. 650.00	Rs. 7,802.00
Capgemini contribution to ESI	Rs. 564.00	Rs. 6,772.00
Total Cost to Company	Rs. 21011	Rs. 252131

*You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Component	Max Limit Anually
Other Allowance and Reimbursement - 1	
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00
Other Allowance and Reimbursement - 2	
Leave Travel Assistance	60,000.00
Food Allowance	26,400.00
NPS	0.00
Car and Driver Salary Reimbursement	21,600.00


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ANNEXURE – 1


Employee Name : Sharan Madhini Radhakrishnan
Designation : Community Operations Associate
Date of Joining : 14th Feb 2022

Salary Details

PARTICULARS	PER MONTH(Rs.)	ANNUAL(Rs.)
Basic	17000.00	204000.00
HRA	2650.00	31800.00
Statutory Bonus	3400.00	40800.00
Food Allowance	2500.00	30000.00
GROSS SALARY	25550.00	306600.00
PF-Company Contribution	1950.00	23400.00
TOTAL CTC	27500.00	330000.00
PF-Employee Contribution	1800.00	21600.00
Profession Tax	200.00	2400.00
Net Pay (subject to Income Tax)	23550.00	282600.00

Others:

1. Applicable statutory deductions like EPF, ESI, PT and Income Tax will be deducted
2. Statutory Bonus will be paid Monthly based on the number of days worked
3. Mediclaim Insurance is provided by the company for employee and Dependent (Spouse and Children Only)


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14th Feb 2022

Sharan Madhini Radhakrishnan
#32, Sathya Nivas, 1st Floor, 5th Main,
Opp To HDFC Bank, Santhrupthi Nagar,
JP Nagar 7th Phase, Bangalore – 560078

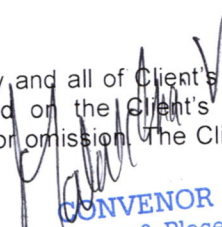
Dear Mr Sharan Madhini Radhakrishnan,

Work Assignment Letter

As per your Letter of Appointment & Engagement dated 14th Feb 2022 and the Terms set out therein, we are assigning you to work full time at **Dunzo Digital Private Limited, Bangalore Office** or any of its other locations/Branches/Work Places. You are required to report to **Mr Pratap Simha** on 14th Feb 2022.

During your employment with Candor, you will work at the premises of the above-mentioned Client and render service to them. Your employment with us is subject to the terms contained in the letter of engagement that you have executed on 14th Feb 2022. It must also be clearly understood that during your period of employment with Candor and work at Dunzo Digital Private Limited, our Client, you will be under the supervision & management of Client Company and governed by it's Policies for all Administrative purposes covering Leave, Attendance, Loans & Salary Advances, Reimbursements & Allowances, Work Assignments and any other administrative matters forming part of Client Company's Policies & Rules and you will be expected to follow the same at all times. Moreover,

1. You shall be bound to follow the working hours of our Client Organization and you will sign the Attendance Register provided and placed at a convenient location within the work area. Failure to do the same could result in 'Loss of Pay' or even dismissal under the provisions contained in your Letter of Appointment.
2. Either party can terminate the contract during the existence of a work assignment, as per the terms laid out in the Letter of Appointment & Engagement.
3. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Dunzo Digital Private Limited or Candor.
4. You will not at any time, without the consent of the Client and Candor, in writing, disclose or divulge or make public any information or data regarding the Client's affairs and/or without the consent of the Client, in writing, disclose or divulge or make public any information or data regarding the Client in whatsoever manner except on legal obligation, and this will include any matters pertaining to the administration of the Client or any data pertaining to research carried out by the Client where the same may be confided to you or become known to you in the course of your services with our Client. You shall upon termination of your services to the Client, return all the materials provided by the Client for performing your duties under this Work Assignment Letter and all personal information or proprietary information which you had access to during the course of your services to the Client. Any breach of this condition would entitle the Client to take such action as would be appropriate in the circumstances and/or claim damages. The restrictions under this Clause shall apply during the term of this Agreement and after the termination/expiry of this Work Assignment Letter for a period of 3 years from the date of termination/expiry of this Work Assignment Letter.
5. You shall be fully liable for any damage and/or misappropriation of any and all of Client's assets, property and premises, that you may have access to. Any damage incurred on the Client's assets shall be recoverable from you, if the damage is directly attributable to your act or omission. The Client reserves the


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right to initiate such action or claim against you as may be reasonably required, in case of breach by you of any of these terms and/or the Client's internal policies.

We take this opportunity to wish you the very best in your tenure with Candor.

Yours sincerely,

Approved by,

for Candor Business Solutions Pvt Ltd

Authorised Signatory




for Dunzo Digital Private Limited

Authorised Signatory

Please indicate your acceptance of the terms by signing and returning the duplicate copy thereof.

Date:
Place:

Employee Name:
Signature:


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reflect dereliction of duty, or if it is found that in specific circumstances and on close examination we find that you have cheated and misappropriated company funds; or

- 4) If we have reason to believe your conduct is inappropriate and unbecoming of an employee in a professional environment and resulting in unacceptable levels of indiscipline, or we receive a specific complaint of misconduct or indiscipline, in writing, from our client organisation where you have been engaged to perform specific work assignments; or
- 5) If we have reason to believe any of the documents/certificates submitted by you are falsified or shown to be false;
- 6) If we have reason to believe that any confidential information and/or material, whether in print or in electronic form like floppy disk, Compact Disk, Pen Drive, etc., which you are privy to during your period of service, has been wrongly disclosed or copied and/or disclosed to any third-party external to our organisation or our client organisation.
- 7) If we have reason to believe that your acts of omission / commission have led to a breach of Agreement under the terms of this Letter of Appointment and Engagement.

Furthermore, Candor will have the right to terminate your services, if the Client company has requested the termination for any of the reasons stated above.

On termination of your services under any of these circumstances you will be removed forthwith from the work premises and your dues will be settled as required by law. Any amount payable to you under the terms of this letter of Appointment and Engagement may be settled only after reference to your legal obligations are taken into consideration and after making all deductions as required by law and / or in respect of any amounts due to Candor and / or to the client from you.

Yours truly,

for Candor Business Solutions Pvt Ltd

Authorised Signatory




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OFFER LETTER

Date: 23rd Aug 21

Surana College

Karnataka

Dear Santhosh Kumar R

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!



**Human Resources
Avenue Supermarts Ltd. (D-Mart)**

* This is a provisional offer of employment subject to the following terms-

10. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
11. You should be declared *Fit for employment* by a medical examination to be arranged by us.
12. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Santhosh Kumar R NAME: SANTHOSH KUMAR. R. DATE: 26/08/2021





HR-Rec: /21-22/1194228

To,

Ms. Nirikshitha D S

D/O Shivaram D G, # 120 3rd Cross 4th Main, Near Bata Show room srinivasannagar, Banashankari,
BANGALORE-560050, Karnataka, INDIA

Dear Nirikshitha,

With reference to your application and the Subsequent interview you had with us we are pleased to appoint you as **Management Trainee in Liabilities Sales** at our **Bengaluru - JP Nagar for a period of twelve month commencing from September 16, 2021 at a consolidated stipend of Rs. 22,917.00/- per month.**

Your training is subject to the following terms and conditions.

1. Your training may be terminated at any time with notice by the management. However, you may terminate your training at any time by giving 15 Days' notice to us.
2. During the training you will not act in a manner prejudicial, to the interest of the management of establishment.
3. You will be entitled to the benefits as suitable to your category. You will be regulated by the company's rules and regulations as applicable to your cadre, breach of any such rules and regulations will entitle the management to terminate your training without any notice.
4. In the event of your training being terminated for any reason you will return all items issued to you such as Identity Card, Sim Card, Stationary items or keys, Visiting Card, any other official belonging, etc., to the concerned department.
5. During the period of your training, you shall not take up services of be employed elsewhere or do any work either on your own account or otherwise, other than that of ours.
6. It is a specific conditions that if at any time during your training, it is established that you have been absorbed as a trainee under false pretence or on basis of false information or whatsoever, your training may be terminated immediately without any notice or without any payment in lieu of notice.
7. This offer of training is subject to your being found medically fit by the company's doctor or any other medical practitioner duty authorized by the company.
8. Professional tax as applicable shall be deducted as per rules.
9. Mobile CUG Connection will be provided by the Company as per policy.
10. Incentive will be provided by the Company as per policy.
11. You will be covered under GMC policy of the bank with the coverage of Rs.1,00,000 per annum.
12. Your Confirmation of the employment with the organization will be based on the performance & will be subject to the decision of management.

You will **Report to Mr. Sunil K S.** You are requested to report at the following address:

AU SMALL FINANCE BANK LIMITED.

**5th Floor,Unit No.21,22,23,40,41, Kanika Zillion Junction Of Lbs Marg,Kurla(W),Mumbai, , ,
Mumbai, Maharashtra, IN-400070**

If you agreeable to the afforested terms and conditions please return the duplicate copy of this with your signature thereon signifying your acceptance.

We are happy to welcome you to our organization and are confident that this will result in a mutually

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advantageous relationship.

Yours faithfully,
For AU Small Finance Bank Limited



Authorized Signatory
Human Resource Department

Acceptance

I hereby declare that I have carefully studied and understood the terms and conditions of training herein detailed.

I accept and undertake to abide by the said terms and conditions.

Signature : _____

Date : _____

Place : _____





OM SRI SIVASAKTHI TRADING

NO: 33A-0, Gandhi Nagar, Anna Salai West, Chinnandan Kevil Road,
KARUR - 639 002. TAMIL NADU

MAHESH KUMAR B
Marketing Manager

Phone: 98434 14406

Job Offer Letter

Date: 20.07.2021

To
K RA NANDHAKUMAAR
07, Angu nagar trichy main road,
Karur, Tamil Nadu - 639 004.

Dear Mr. Nandha Kumar,

I am pleased to offer you position of 'Marketing Executive'. A detailed job description is attached to this letter for your reference. This position will begin on 26.07.2021.

Salary: consolidated salary of 'RS. 13,000 per month' for the first six months after which a revision will be worked out based on performance.

Your employment with OM SRI SIVASAKTHI TRADING is at will and either party can terminate the relationship at any time with or without cause and with or without notice. You acknowledge that this offer letter represents the entire agreement between you and OM SRI SIVASAKTHI TRADING and that no verbal or written agreements.

If you are in agreement with the above outline, please sign below. This offer is in effect for six business days.

Signature of Manager

.....

Mahesh Kumar B

Congratulations!

Signature of Employee

.....
K. RA. Nandhakumar

For Om Sri Sivasakthi Trading
Mahesh
Manager. 23/07/21



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Handwritten initials/signature



OFFER LETTER

Date: 23rd Aug 21

Surana College

Karnataka

Dear Mithun R

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India, your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:

NAME: Mithun R.

DATE: 25/08/2021

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Candidate Name:- Manoj H S Institute Name:- SURANA COLLEGE

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a **Management Trainee** by the Kotak Mahindra Group for;

❖ **Kotak Life**

Your *remuneration* per annum is **Rs. 350000** CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

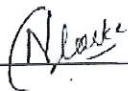
In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

(Respective RHIR-TA)	Nikitha Clarke
(Respective ZTA)	YCE Maniganddan

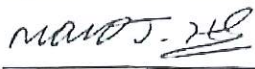
Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group



Signature of the candidate





Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

Registered Office:

2nd Floor,
Plot # C-12,
G-Block, BKC, Bandra (E),
Mumbai - 400 051.

Corporate Office:

7th floor, Kotak Infinity, Bldg No 21,
Infinity Park, Off W E Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India

T +91 22 66057777

F +91 22 67425649 / 50

<http://insurance.kotak.com>

Koi hai... hamesha



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11th December 2020

Sub: Offer of employment by Pin Click

Dear **MALLAREDDY B H,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **16th December 2020**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached here with as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance.
4. You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days' salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



Page 1 of 4

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K. S. S.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

		MALLAREDDY B H	
	Name		
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	16 th December 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license.</p> <p>• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.</p>			

Shilpa



[Handwritten signature]

ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT - PIN CLICK			
	Name	MALLAREDDY B H	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	16 th December 2020	
	C & B CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	Sub-Total I / Gross Pay	26,589	3,19,068
Benefits			
B	PF Employee	1,008	12,096
	Gratuity	403	4,836
	Sub Total II	1,411	16,932
Total A + B	Cost to the Company	28,000	3,36,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF,ESIC as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd.,

Mr.Manik
KinraCo Founder







Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with PinClick I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated StartDate: _____



[Handwritten signature]

[Handwritten signature]

Candidate Name:- Laxminarayana V Institute Name:- SURANA COLLEGE

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

❖ **Kotak Life**

Your *remuneration* per annum is Rs. 350000 CTC plus annual incentive. (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

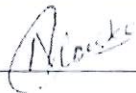
In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

(Respective RHR-FA)	Nikitha Clarke
(Respective Z/TA)	YCE Maniganddan

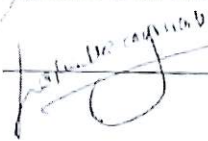
Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group



Signature of the candidate





Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: L24030MH2000PLC128504
Registered Office:
 2nd Floor,
 Plot No. C-12,
 G-Block, BKC, Bandra (E),
 Mumbai - 400 051

Corporate Office:
 25th Floor, Kotak Life Bldg No. 21,
 Narayana CHS, E, Malabar,
 General Anandji Mang. Mead (E),
 Mumbai - 400 047, India

T: +91 22 45 05 3777
 F: +91 22 42 05 49 750
<http://insurance.kotak.com>

Koi hai... hamesha







June 15, 2020

Mr. Laxminarayana V
#925, 2nd Main, 3rd Cross, Muneshwara Layout, Laggere, Bangalore - 560058

Mobile: +91 9886095859
Email: murthyrao1998@gmail.com

Dear Laxminarayana,

Sub: Appointment Letter

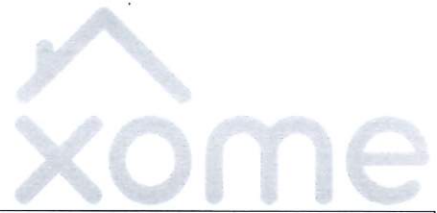
On behalf of the organization, I am pleased to appoint you in the position of **Process Associate - Trainee**.

Your employment commences with effect from **June 15, 2020**. The terms and conditions of your employment with the Company shall be as follows:

1	Working Hours	You will be required to work for the stipulated number of work hours as per company policy. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Company, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.
2	Duties	<p>You shall perform such duties and observe and confirm to such directions as may be assigned or communicated to you by the Company or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you, if any. The Company will be within its rights to allot you additional jobs within your department or any other department.</p> <p>You are expected to work with high standards of initiative, efficiency and economy in a professional manner. You shall perform, observe and confirm, faithfully and loyally and to the best of your abilities, the duties assigned to you hereunder and all directions and instructions given to you and regulations made by the Company, and shall devote all your attention, knowledge and experience and give your best efforts, skills and abilities to diligently and efficiently serve and promote the business and interests of the Company in a professional manner on a full-time basis, and shall act honestly, reasonably and in the best interests of the Company. In discharging your duties and responsibilities, you shall implement all management models, and operating philosophies adopted by the Company. You shall make best efforts to accomplish all business objectives and goals set for the Company.</p> <p>You shall not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous written approval of the Company.</p>
3	Compensation and Benefits	<p>Your compensation in this position will be Rs. 225,000/- per annum.</p> <p>Details of salary breakup are provided in the enclosed annexure.</p> <p>Notwithstanding the above, the salary shall be subject to any ceiling limits that may be prescribed under applicable law.</p> <p>All applicable deductions and withholdings of tax or otherwise as may be mandated or required under applicable law, regulations, and guidelines for the time being in force shall be made from your salary. Any tax liability other than</p>

Xome Services India Private Limited
(Formerly Known as Solutionstar Services India Private Limited)
Block No. 5, 6th Floor, DLF IT Park, 1/124, Shivaji Gardens, Ramapuram, Chennai - 600089
CIN: U74999TN2014FTC098490
www.Xome.com





		<p>withholding taxes arising in respect of your income shall be borne solely by you.</p> <p>The Company reserves the right, in its sole discretion, to review and/or alter your salary to comply with applicable law or protect the interests of the Company. Any increases in the salary shall be subject to your satisfactory performance and shall not be a matter of right.</p> <p>You will also be eligible for the benefits of leave and Provident Fund and Gratuity and other statutory benefits, when applicable and as per the rules of the Company in force from time to time, subject to variations and amendments from time to time, by the Company.</p>
4	Retirement	You will retire on attaining the age of 58 years or such other retirement age, as prescribed by the Company, from time to time.
5	Address	You will keep the Company informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Company shall be deemed to have been served on you.
6	Transfer	<p>You have been appointed as Process Associate - Trainee. Such position and title information are descriptive and is not intended to limit your duties and functions, and the Company may, in its sole discretion, change your designation depending upon work assignments from time to time. You are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.</p> <p>You shall initially be posted at the Company's office at Bangalore. Your place of work shall change in case of any relocation of the Company's offices, for which you shall not be entitled to any compensation.</p> <p>Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other company associated to the Company whether in India or abroad.</p>
7	Probation Period	You will be on probation for a period of 6 months from the date of your joining service. During this time we will assess your progress and performance in the position and it will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 (one) months' notice or payment in lieu of notice.
8	Notice Period	<p>Notwithstanding anything contained herein, your services can be terminated by giving two months' notice on either side or two months salary in lieu thereof.</p> <p>During the notice period, the Company may require you to perform the regular call of duty & you need to abide by our code of conduct policy failing which would lead to termination. In addition, the Company may instruct you not to communicate with suppliers, clients, investors, employees, agents, trustees or representatives of the Company.</p> <p>In addition to all the rights of the Company provided for in this agreement and under law, the Company may terminate your employment with the Company</p>

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		<p>forthwith in circumstances including and not limited to the following, without any notice:</p> <ol style="list-style-type: none"> Breach by you on any of the terms of this employment agreement; Unauthorized absence beyond a period of 3 consecutive days (including overstay on leave / training); Absence from work beyond a period of 60 days; Inability to perform your duties beyond a period of 60 days, whether on medical or any other grounds; Physical or mental incapacitation to perform your duties; Any misrepresentation by you to the company, whether orally or in written and whether expressly or by conduct, and whether at the time of appointment or prior thereto or subsequent thereto; Commission of any act detrimental to the interests of the Company; Commission of any act of moral turpitude (whether or not such act was committed in connection with the Company's business); Major misconduct, indecent behavior or insubordination; Commission of any act of insolvency; Conviction in any court of law for commission of any crime; Willful disobedience of a lawful or reasonable order from the Company or the Company's rules and regulations applicable to you; or Breach of a fiduciary duty, gross negligence in the performance of your duties. <p>In the event of termination of your employment as above, the Company would make all payments due to you up to your last working day, less any amounts due from you to the Company, including all applicable statutory payments, and such payments shall be deemed to be a discharge of all liabilities and obligations of the Company towards you and you shall not be entitled to claim any further amounts from the Company.</p> <p>All property of, or relating to, the Company as shall have been in your possession, including Company records and all documents containing confidential information or proprietary information of the Company and any letter of authority or power of attorney issued by you or to you, shall be surrendered by you to someone duly authorized by the Company upon the termination of your employment.</p> <p>In the event of leaving from your employment without serving the proper notice of two months, it will be deemed to be the breach of contract of employment and violation of natural justice. In that circumstance, you will not be entitled for full and final settlement. As the recruitment cost incurred by the company pertaining to your employment, your failure to comply with the impositions of the aforesaid clauses should be compensated by liquidated damages.</p>
9	Disciplinary Action Procedure	Any breach of the Company's rules, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary or capability matter. Minor disciplinary matters will normally be dealt with by your immediate superior. The procedure for more serious offences including major misconduct and the full details in which the proceedings shall be conducted will be as per Company norms.
10	Code of Conduct	You shall abide and be bound by the Company's Code of Conduct policy (the "rules"), as these Rules will form a part of this contract of employment. The rules may be changed at any time at the discretion of the Company and you shall thereupon be bound by the changed rules. You will also carry out and abide by any instruction, the Code of Conduct policy issued by the Company from time to time. Your appointment and continuation in service is subject to

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Shrikanth



A.A.F.A.



		satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us and giving false particulars in your application.
11	Confidentiality and Nondisclosure	<p>Without limiting the generality of the foregoing, the employee further promises and agrees:</p> <ul style="list-style-type: none">a) To protect and safeguard the Confidential Information against unauthorized use, publication or disclosure;b) Not to use any of the Confidential Information except for Business Purposes.c) To comply with any other reasonable security measures requested by the employer.d) To refrain from directly contacting or communicating by whatsoever means to the Source(s) of Information without written consent of the employer.e) To undertake not to disclose any names and their particulars to third parties without the written consent by the employer. <p>The employee agrees that, during his/her employment with the Company, he/she shall not, directly or indirectly, whether alone or in association with others, in any capacity whatsoever, and whether for my benefit or the benefit of a third party or to the detriment of the Company, do any or all of the following: (a) solicit the business of any Client (other than on behalf of the Company); (b) engage in, participate in, invest in, provide, or attempt to provide any Conflicting Services; (c) without prejudice to the foregoing, join the employment of any Client or Competitor, whether as employee, consultant, advisor or in any other capacity whatsoever.</p> <p>You will not use any information obtained from the Company in a manner detrimental to the Company. You will not, at any time, during the employment or after, without the consent of the Board of 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 is confided to you or becomes known to you in the course of your service or otherwise.</p> <p>You will be responsible for protecting the company's Intellectual property, Copyrights and Proprietary information. Proprietary information is any information created, acquired or controlled by the Company, which the Company has determined, should not be published or released to others. It includes, but is not limited to, financials, billing records, unannounced products and services, technical information, sales and marketing data and employee records.</p> <p>You will comply with the Company's policies on use of telecommunication and information technology equipment, including without prejudice, telephones mail, internet access facilities and computers. You will also ensure that you do not use any Company facility, property or resources, including computer hardware and software, communications facilities and company access to the Internet in a manner detrimental to the Company or in violation of this Policy. Unauthorized access, use of, or tampering with computers or other information technology equipment, using unauthorized third party hardware or software to interact with the Company's information technology infrastructure, or assisting</p>

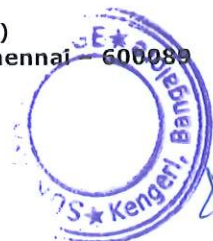
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		<p>or permitting any such unauthorized action will be regarded as serious misconduct and may lead to summary dismissal.</p> <p>The Company provides information technology infrastructure, including telephones (including mobile and voicemail), email and internet access for business purposes (collectively, the "Infrastructure"). The entire Infrastructure continues to belong to the Company. All communications which use the Infrastructure are subject to the Company's policies. You acknowledge that all communications of whatsoever nature made or received using the Infrastructure are not confidential, and you consent to the Company's interception of such communications.</p> <p>You acknowledge that for the purposes of business (including and not limited to quality control, monitoring of policy compliance and unauthorized use and checking messages during periods of absence), communications made by or to employees may be monitored or recorded with or without prior notice to you. This applies in particular to telephone (including mobile and voicemail), email and internet use.</p>
12	Documents & Reference	<p>This employment agreement is subject to you furnishing the following documents immediately upon joining:</p> <ul style="list-style-type: none"> a) Proof of date of birth b) Proof of educational qualification c) Reference Letter, Relieving letter and Salary certificate d) Present and permanent residential address <p>All other details as required in the personal profile form provided by the Human Resource Department of the Company.</p> <p>The details so provided shall form an integral part of this employment agreement. You may note that failure to bring / provide the documents to the Company on the first day of your employment or within such further period as the Company may permit shall render this agreement void at the option of the Company.</p>
13	Background Verification checks	<p>The Company may verify the details provided by you during the selection process and subsequently on your joining.</p> <p>You are required to comply with Companies pre-employment screening policy which provides a degree of certainty that your record should not contain any criminal activities including dishonesty or breach of trust involving your fiduciary or official capacity, or has not misused your fiduciary or official capacity to engage in wrongful act including money laundering etc.</p> <p>If any of the details are found to be false, the Company reserves the right to take appropriate action including termination of employment.</p>
14	Sums Owing	<p>Without prejudice to any other right of the Company under the law or contract, if at any time money is owed and payable by you to the Company, whether under provisions of this agreement or otherwise, you agree that the Company may deduct such sums owing to the Company from any payment due to you under this agreement, whether before or after termination of this contract until such time as the debt is extinguished. You further agree that for the aforesaid purpose of deducting the sums of money that you owe to the Company from</p>

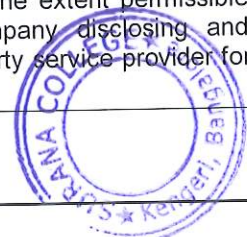
Shilpa



44.99



		<p>the sums payable to you, you hereby nominate and constitute the company or any person nominated by it as your duly authorized attorney to give valid discharges and do all that may be required for the said purpose.</p> <p>Without prejudice to any other rights of the Company under law or contract, deductions may be made from your salary, inter alia, on account of the following:</p> <ul style="list-style-type: none">a) Any unauthorized absenceb) Authorized absence for any period beyond the leave entitlementc) Damage to any property of the Company, detrimental effect to the property or interests of the Company, etc.
15	Intellectual Property Rights	<p>All intellectual property rights in any work or material developed by you during the course of your employment with the Company shall belong to and be the property of the Company and you shall not be entitled to claim any rights over such information. You shall during the entire term of your employment promptly and fully disclose and handover to the Company any and all such information and other materials, and you acknowledge that these shall remain forever as the exclusive property of the Company.</p> <p>You will, if required by the Company, at any time during your employment or at any time after the termination thereof, assign and transfer in favour of the Company or, at the request of the Company, in favour of any of its subsidiaries or affiliates, all intellectual property rights in the information developed by you and shall execute all such deeds and documents, as the Company may require, to effectually vest in the Company or its subsidiaries/affiliates as the Company may require, any and all intellectual property rights and benefits in such information.</p>
16	Indemnification	<p>You agree and undertake to indemnify and keep indemnified, save, defend and hold harmless the Company and its directors, officers, representatives, employees, agents and lawful successors and assigns (each an "Indemnified Party"), from and against, any and all losses, liabilities, claims, damages, actions, costs and expenses (including reasonable legal fees) (collectively the "Loss") incurred or suffered by any Indemnified Party, which arise out of, result from or may be payable by virtue of:</p> <ul style="list-style-type: none">(i) a breach of any representation, warranty, covenant, obligation or undertaking made by or under the terms of this appointment;(ii) any third party liability accrued to the Company due to acts, deeds, conduct on your part not falling within the course of employment; or(iii) any third party liability accrued to the Company due to your negligent acts, deeds or conduct in the course of employment.
17	Retention of Information	<p>To the extent permissible under law, on signing and acceptance of your appointment, you shall have consented to the Company keeping, recording and processing, both electronically and manually, any appropriate data it may gather during the course of your employment. This may include sensitive personal data such as medical information, etc. (to the extent permissible under law). You grant your consent to the Company disclosing and transferring such data to a group company or third party service provider for processing or otherwise at any point of time.</p>



Xome Services India Private Limited
(Formerly Known as Solutionstar Services India Private Limited)
Block No. 5, 6th Floor, DLF IT Park, 1/124, Shivaji Gardens, Ramapuram, Chennai - 600089
CIN: U74999TN2014FTC098490
www.Xome.com

18	Borrowing and Accepting / Giving Gifts	You will not borrow or accept or give any money, gift, reward or compensation for personal gains from or otherwise place yourself under any pecuniary obligation to any person or client with whom you may be having official dealings. You will also not under any circumstances engage in any act that involves or even gives the impression of involving bribery or any illegal activity whatsoever.
19	Governing Law and Jurisdiction	Your appointment shall be interpreted and construed under and in accordance with the laws of India, and the courts at Chennai shall have exclusive jurisdiction to entertain disputes arising out of or in connection with the same.
20	Covenants	You covenant and recognize that: <ul style="list-style-type: none"> (i) You have read and understood the terms of your appointment and freely consented to the same; (ii) The terms of your appointment are essential to the Company's willingness to employ and continue to employ you, and that consequently, these provisions herein are for the promotion of and not the restriction of your business and trade interests; and (iii) The character, duration and geographical scope of your appointment is reasonable and fair in the light of the circumstances as they exist.
21	Digital Signature	You acknowledge and agree that this employment agreement will be executed by electronic signature, which shall be considered as an original signature for all purposes and shall have the same force and effect as an original signature. Without limitation, "electronic signature" shall also include Digital Signature certificate issued by licensed Certifying Authority (CA) of India or electronically scanned and transmitted versions of an original signature. Delivery of a copy of this Agreement bearing an original or electronic signature by electronic transmission, by electronic mail ("Email") in "portable document format" (".pdf") form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.

We welcome you and wish you a rewarding and successful career with us.

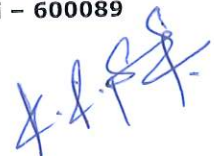
Sincerely,

For Xome Services India Private Limited



Ramesh Kumar K
Manager - HR Operations





ANNEXURE

Name of Employee : Laxminarayana V
 Designation : Process Associate - Trainee
 DOJ : June 15, 2020

Particulars	Compensation Per Month (In ₹)	Compensation Per Annum (In ₹)
Basic	9,350	112,200
HRA	4,675	56,100
Special Allowance	1,212	14,544
Gross Salary (₹)	15,237	182,844
PF Company's Contribution (₹)	1,268	15,216
ESI Company's Contribution (₹)	495	5,940
Fixed Compensation (₹)	17,000	204,000
Target Quarterly Performance Linked Incentive at 100%		21,000
Total Compensation (₹)		225,000
Additional Benefits		Benefits Value
Medical Insurance		500,000
Group Term Life Insurance		4 times of Annual Total Compensation
Group Personal Accident Insurance		4 times of Annual Total Compensation
Gratuity		As per Payment of Gratuity Act, 1972 read along with Company policy

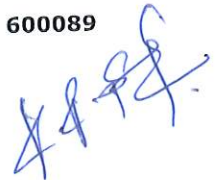
For Xome Services India Private Limited



Ramesh Kumar K
 Manager - HR Operations



Xome Services India Private Limited
 (Formerly Known as Solutionstar Services India Private Limited)
 Block No. 5, 6th Floor, DLF IT Park, 1/124, Shivaji Gardens, Ramapuram, Chennai - 600089
 CIN: U74999TN2014FTC098490
www.Xome.com



OFFER LETTER

Surana College

Bangalore

Date: 20 July 21

Kumara Byresh K C

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

**Human Resources
Avenue Supermarts Ltd. (D-Mart)**

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course

I am accepted the offer Letter.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE NAME KUMARA BYRESH.K.C DATE 21/July/2021

K B k.c



Candidate Name:- Tanhari S Institute Name:- SURANA COLLEGE

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a **Management Trainee** by the Kotak Mahindra Group for;

❖ **Kotak Life**

Your *remuneration* per annum is **Rs. 350000** CTC plus annual incentives. (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.


In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

(Respective RHR-TA)	Nikitha Clarke
(Respective ZTA)	YCE Maniganddan

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group



Signature of the candidate



Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

Registered Office:

2nd Floor,
Plot # C- 12,
G- Block, BKC, Bandra (E),
Mumbai - 400 051

Corporate Office:

7th Floor, Kotak Infinity, Bldg. No. 21,
Infinity Park, Off W. E. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>



Koi hai... hamesha

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INDEPENDENT CONTRACTOR AGREEMENT

This Independent Contractor Agreement ("Agreement") made **7-June-21** by and between Blackcomb India Private Limited and **Hemali vaiya**,

Independent Contractor is an independent contractor willing to provide certain skills and abilities to the Employer that the Employer has a demand and need.

In consideration of the mutual terms, conditions, and covenants hereinafter set forth, Employer and Independent Contractor agree as follows:

1. Work Status. The Employer hereby employs the Independent Contractor as **HR-Management Trainee**, and the Independent Contractor hereby accepts employment.

2. Start Date. The term of this Agreement shall commence on **7-June 21** Either party may, without cause, terminate this Agreement by giving 15 day(s') written notice to the other.

3. Services Provided. The Employer shall pay to the Independent Contractor and the Independent Contractor shall accept from the Employer as compensation for the following services to be provided:

- Recruitment
- Operations
- employee Relationship and Etc.

4. Compensation. The Employer shall compensate the Management Trainee in the following manner:

INR 17,000 per Month

5. Insurance. The Independent Contractor shall not be required to have insurance attributed to their service provided. Such insurance shall not be reimbursed by the Employer.

6. Travel Expenses. The Independent Contractor's travel expenses shall not be reimbursed by the Employer.

7. Materials. The Independent Contractor's materials used for providing the services shall be reimbursed by the Employer.

8. Other Business Activity. The Independent Contractor may engage in other business activities provided, however, that Independent Contractor shall not during the term of this Agreement solicit the Employer's employees, clients, accounts, or other related business endeavors of the Employer.

9. Unplanned Events. If for reasons beyond the control of the Employer and Independent Contractor should affect this Agreement, this Agreement shall terminate immediately. Such events include, but are not limited to, illness, incapacitation, death, or other "Acts of God".

10. Assignment. Neither the Employer nor the Independent Contractor may assign this Agreement without the express written consent of the other party.

^{DS}
SP

^{DS}
Hemali

Shubho

Handwritten signature



11. Relationship Defined. Nothing in this Agreement shall indicate the Independent Contractor is a partner, agent, or employee of the Employer.

12. Final Agreement. It is agreed between the parties that there are no other agreements or understandings between them relating to the subject matter of this Agreement. This Agreement supersedes all prior agreements, oral or written, between the parties and is intended as a complete and exclusive statement of the agreement between the parties. No change or modification of this Agreement shall be valid unless the same be in writing and signed by the parties.

13. Legal Notice. All notices or required or permitted to be given hereunder shall be in writing and may be delivered personally or by Certified Mail – Return Receipt Requested, postage prepaid, addressed to the party's last known address listed below:

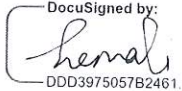
Employer's Address: No.434, J.R.Arcade, 17th Cross, 19th Main, H.S.R.Layout Sector 4, Bengaluru — 560102.

Independent Contractor's Address: 38, 5th cross road, LIC colony 6th phase JP Nagar Rajkot, Gujarat

14. Governing Law. This Agreement shall be construed in accordance with and governed by the laws of India.

IN WITNESS WHEREOF, the Parties have indicated their acceptance of the terms of this Agreement by their signatures below on the dates indicated.

Employer's Signature:  Date: June 7, 2021

Independent Contractor's Signature:  Date: June 7, 2021



Page 2 of 2

Candidate Name:- Hemant Kumar R Institute Name:- SURANA COLLEGE

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a **Management Trainee** by the Kotak Mahindra Group for;

❖ **Kotak Life**

Your *remuneration* per annum is **Rs. 350000** CTC plus annual incentives (subject to the minimum performance criteria of "Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

(Respective RHR-IA)	Nikitha Clarke
(Respective ZTA)	YCE Manigandhan

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group

(Signature)

Signature of the candidate

(Signature)



(Signature)

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Life Insurance Limited)

CE: UG020RAN20R091E124503

Registered Office:

3rd Floor,
Plot # C-12,
4th Block, Bannerghatta
Mumbai - 400099

Corporate Office:

28th Floor, Kotak Mahindra Life Insurance
Tower, 10th Cross, 1st Stage,
Banarjee Road, Kolkata - 700016

(Signature)



August 28, 2021

HR/BP/0821/672524

Mr. Goutham M
Near appolo medical Kengeri,
Bengaluru-560060

Letter of Appointment

Dear Goutham,

- 1.0 Appointment:** We are pleased to offer you an **Appointment** in our company as **"Trainee Process Associate"** The details of your entitlements and your salary are as per Annexure-II.
- 2.0 Date of Appointment:** Your effective date of Appointment will be on or before **August 28, 2021**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 Documentation:** You are required to furnish the following at the time of joining duty-
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational / professional Qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 8 (eight) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction / Paid in the current financial year; PAN Card Copy.
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 Terms and Conditions of Employment:** All the terms and conditions of your employment are attached here with as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

Yours sincerely,

Vijay B S
Manager - Human Resources
Hinduja Global Solutions Limited

I have read the Appointment Letter and I fully understand and accept the terms & conditions contained herein

Signature: Goutham M
Name: Goutham M
Date: 28-Aug-21



Encl: Annexure - I & II

Annexure- I Terms and Conditions of your appointment:

HINDUJA GLOBAL SOLUTIONS LIMITED.

Corporate Office: Gold Hill Square Software Park, No. 690, 1st Floor, Hosur Road, Bommanahalli, Bengaluru - 560 068. India. Telephone: 91-80-4643 1000 / 4643 1222
Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018. India. Telephone: 91-22-2496 0707 Fax: 91-22-2497 4208 Website: www.teamhgs.com

Corporate Identity Number.L92199MH1995PLC084610





- 1.1 **Remuneration Details:** The details of your entitlements and your salary are as per Annexure – II. Besides salary, you will be entitled to other benefits and privileges as per company's policy, which the company may from time to time introduce.
- 1.1.1 You will also be entitled to contributory provident fund and gratuity as per the rules and regulations of the company, subject to statutory provisions.
- 1.1.2 Deductions as applicable under law, namely tax deduction at source, fringe benefit tax etc, shall be made on the salary month on month.
- 1.1.3 Employees are required to submit their tax planning and investment plans for a given financial year to the company at the notified time and shall when called for submit proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 1.1.4 You will be governed at all times by the policies, procedures and guidelines of the company related to salary, allowances, benefits and perquisites which are specified in this letter of appointment. Further, the Management may modify or change such allowances, benefits and perquisites from time to time, in accordance with its policies.
- 1.1.5 Also, you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to outside agency.
- 2.0 **The other terms and conditions of your appointment are as follows:**
- 2.1 **Training:** You will be initially, on training for a period of twelve months from the date of your appointment. Please note that the following special terms and conditions of service are applicable to you, only during the period of training.
- 2.1.1 Your continuation in the service of the company is subject to your satisfactory performance during the period of training and that the company reserves its rights to terminate your services in the event that your performance is found un-satisfactory
- 2.1.2 You shall be entitled for a cumulative annual / earned leaves of 30 days, as per the HGS employee leave policy. However during the first 6 months of service, you are not encouraged to avail leave even though the earned / annual leave shall accrue to your account as per the Employee leave policy from time to time.
- 2.1.3 You will be deemed to be confirmed on completion of 12 months of satisfactory completion of your training unless otherwise communicated to you by the company in writing. During the period of training your services may be terminated at the discretion of the management, with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice. During this period, you may also resign your appointment with one month's notice or payment of one month's basic salary in lieu of notice, at the discretion of the company.
Proviso: Provided, however, that the above requirement may be altered / modified in such manner as may be necessary for the company to discharge its existing and forthcoming obligations.
- 2.1.4 Please note that in the event of your not joining the Company on or before the date mentioned in this letter of appointment, this letter of appointment shall automatically stand revoked
- 2.2 **Work Week:** The standard work week is **Monday to Friday / Saturday**. You will be given day off(s) in a week as per the policy of the company. However, the actual day off(s) may vary from week to week in view of the nature of business of the company and the exigencies of work.
- 2.3 **Regular Appointment:** On satisfactory completion of your probation you will be considered for regular employment in the Company. On being confirmed, the notice period for termination of service on either side will be 2 month, however your continuation in the service of the company is still subject to your satisfactory performance during the period of employment. Your services may be terminated at the discretion of the management, with or without assigning any reason, with 2 month's notice or 2 month's basic salary in lieu of notice. Similarly, during this period you may also resign your appointment with 2 month's notice or payment of 2 month's basic salary in lieu of notice, at the discretion of the company.
Provision: Provided, however, that the above requirement for notice may be altered / modified in such manner as may be necessary for the company to discharge its existing and forthcoming obligations.
- 2.4 **Confidentiality:** You shall not, as per the terms of the non-disclosure agreement (NDA) signed by you and the terms herein, during employment or after cessation of employment, divulge, disclose or impart to any person/organization by word or otherwise particulars or details of systems, procedures, technical know-how, trade secret, administrative, financial or organizational matters pertaining to the company, which you may become aware of by virtue of your employment in the company. You shall maintain confidentiality at all times during the currency of this letter of appointment and otherwise all information in accordance with the company's confidentiality policy and sign such agreements that the company may require for the adequate protection of all its information.
- 2.5 **Intellectual Property:** The rights to any invention, discovery or creation of any system or method related to the company's operation and arising out of any work done in the course of your employment shall automatically vest with the company. In this connection wherever required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and/or register its intellectual property rights. You will not, in any event be entitled to any compensation apart from as aforesaid for such acts. Notwithstanding anything contained herein and any rewards/compensation/performance bonus or other acknowledgment of whichever kind, shall be deemed to confer on you, any rights towards that invention, discovery, process improvement, or other intellectual property right in system or method.
- 2.6 **Software & Legal Compliance:** The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purpose. You shall ensure that the Company complies with all statutory and/ or legal requirements with regard to the area of your responsibility.
- 2.7 **Statutory Compliance:** You shall strictly adhere to the applicable laws and regulations in India and other country (ies) including without limitation work permits, immigration requirements, etc
- 2.8 **Company Property:** You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc., back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs/ compensation as it may deem fit, keeping in view the cost of such assets, properties etc.
- 2.9 **Job Assignment:** You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.
- 2.10 **Transfer:**
- 2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.
- 2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.
- 2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows: -
- 2.10.3.1 that you shall follow and be governed by the rules and regulations applicable.
- 2.10.3.2 That you shall honour and abide by the requirements under the work permits / approvals / consents and all related rules pertaining to your deputation, including amongst others requirements under the applicable VISA / Travel Program.
- 2.10.3.3 That you shall indemnify and hold harmless, the company, from all liabilities arising out of any act / omission attributable to your negligence or otherwise, whether arising in the course of employment or otherwise.
- 2.10.4 In all such cases of transfer you shall be governed by the company's transfer policy and procedure.
- 3.0 **Other terms and conditions:**
- 3.1 **Working Hours –** The business hours of the office are 9:30 A.M till 6:30 P.M and the company is operational on a 24/7/365 basis. You are expected to report to work promptly at the scheduled time each day as per shift that you are assigned to as required. This is for ensuring smooth conduct of work as per the company's policy.
- 3.2 **Double Employment Prohibited:**
- 3.2.1 You will devote full time and attention to the work of the company and will not, during the tenure of your service, take any employment / assignment, direct/indirect business or work, honorary or remuneratory except with the prior permission of the management, in writing, in each case.

28-Aug-21





- 3.2.2 You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.
- 3.3 **Contact Details:** You will keep us informed of any change in your residential address, civil or marital status and other such matters.
- 3.4 **Statutory Deductions:** Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 3.5 **Company Regulations:** You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.
- 3.6 **Verification:**
- 3.6.1 **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.
- 3.7 **Declarations & Representations:** You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company of those external interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.
- 3.8 **Annulment of Employment:** Please note that this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and if you have already commenced employment with the Company and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:
- 3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or
- 3.8.2 in the event of unsatisfactory result of any of the Section 3.7 events;
- 3.8.3 in the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;
- 3.9 **Termination for Breach:** In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.
- 4.0 **Savings:** Notwithstanding anything contained herein, the company hereby reserves its right in the following manner: -
- 4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.
- 4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.
- 5.0 **Validity of Appointment Letter:** This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.
- 6.0 **Governing Law & Jurisdiction:** The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.
- 7.0 **Non-Solicitation:** - You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) interfere with the Company's continuing relationships with its existing employees, (b) attempt to induce such other employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Company's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company
- 8.0 **Non-Compete:** - The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and
- 8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company;
- 8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.
- 8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company
- 8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.
- 8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.
- 9.0 **Representation.** The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.
- 10.0 **Interpretation/Severability.** If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.
- 11.0 **Waiver of Breach.** Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.
- 12.0 **Survival.** All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.
- 13.0 **Relocation:** expenses towards shipment of household goods/ car (as applicable); You are entitled to avail relocation assistance as per the HGS Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from date of joining. You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.
- 14.0 **Maternity Benefit:** All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act.
- 15.0 **Acceptance:** If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department.

Shrikant

Goutham M. S. S. S.

28-Aug-21



ANNEXURE II - SALARY & ALLOWANCES						
Candidate Name		Goutham M				
Designation		Trainee Process Associate				
Grade		PC2		Location		Bangalore
Components		w.e.f - DOJ		Monthly		Annual
"A" FIXED						
Basic				4,396	52,752	
House Rent Allowance				1,758	21,096	
Shift Allowance				4,832	57,984	
"A" Sub-total - Gross Pay				10,986	1,31,832	
"B" RETIRAL BENEFITS						
Advance against Statutory Bonus				366	4,396	
Provident Fund - <i>Employer's Contribution</i>				1,107	13,284	
Gratuity				211	2,532	
ESIC Contribution - <i>Employer's Contribution</i>				369	4,428	
"B" Sub-total- Retiral benefits				2,053	24,636	
Total Salary Cost (A + B)				13,039	1,56,468	
"C" VARIABLE PAY						
Performance Incentives (@ 100% of given achievement targets)				1,000	12,000	
"C" Sub-total - Variable				1,000	12,000	
otal Cost to Company (A + B + C)				14,039	1,68,470	
"D" INSURANCE / OTHER BENEFITS						
Total Cost to Company : (A + B + C + D)				14,039	1,68,470	
Benefit / Scheme		Description			Value / PA	
# Onetime Retention Bonus	A one time retention bonus of Rs 6000/- is paid on your confirmation post 6 months of your joining			Rs. 6000 p.a**		
Performance incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.			Rs. 12,000 p.a**		
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed			Rs. 16,200 p.a**		
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term, to his Nominee/Family:			Rs. 6,02,000*		
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -			Rs. 6,00,000**		
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -			Rs. 1,00,000**		
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.			As applicable*p.m		
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.			As applicable*		
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land			As applicable*		
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.			As applicable*p.m		
Income Tax	Appropriate Income tax would be deducted in the payroll every month.			As applicable*p.m		
Professional Tax	If any as per the applicable rules in your state.			As applicable*p.m		
Performance Incentive Ratings and Earnings Table:						
Process Target achievement	Training period	>80-<85%	>85-<95%	>95-<100%	>100-<110%	>110%
PI Eligibility (%)	0%	50%	75%	100%	110%	125%
PI Eligible amount (Rs. p.a.)	0	6,000	9,000	12,000	13,200	15,000
PI Eligible amount (Rs. p.m.)	0	500	750	1,000	1,100	1,250

* Statutory Schemes are subject to change as per the Law from time to time.

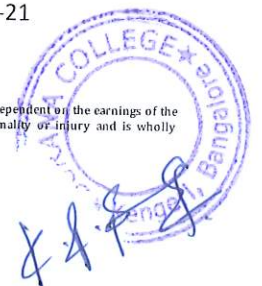
** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Vijay B S
 Manager - Human Resources
 Hinduja Global Solutions Ltd

Goutham M
 Goutham M
 Date: 28-Aug-21

i As per ESIC, family means all or any of the following relatives of an insured person namely :- a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason or any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and dependant parents

Shivak



OFFER LETTER

Surana College

Bangalore

Balaji R

Date : 20 July 21

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

R. Sharma

**Human Resources
Avenue Supermarts Ltd. (D-Mart)**

* This is a provisional offer of employment subject to the following terms-

7. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
8. You should be declared *Fit for employment* by a medical examination to be arranged by us.
9. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: *Balaji R* NAME: BALAJI R DATE: 21/7/2021

R. Sharma





OFFER LETTER

Surana College
Karnataka

Date: 23rd Aug 21

Dear Disha Mondal

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India, your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

4. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
5. You should be declared *Fit for employment* by a medical examination to be arranged by us.
6. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

I extend my gratitude to you for offering me the position of Department Manager (Trainee). I am delighted to accept your offer and look forward to commence work with your company.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Disha Mondal NAME: Disha Mondal DATE: 27.08.2021





OFFER LETTER

Surana College

Bangalore

Goutham M

Date : 20 July 21

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of Department Manager (Trainee) at an annual compensation of INR 3 Lakhs* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

4. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
5. You should be declared *Fit for employment* by a medical examination to be arranged by us.
6. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Goutham M NAME: GOUTHAM - M DATE: 21/07/2021





11th December 2020

Sub: Offer of employment by Pin Click

Dear **BALAJI R,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **16th December 2020**.

The terms of our offer are as follows:

1. The details of your attached earnings are attached herewith as Annexure A. Once the PPO is confirmed **5.16 LPA** is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such a clearance.
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Shalata



Page 1 of 4
[Signature]

The details of your annual earnings are as Annexure A.

ANNEXURE - A
COMPENSATION & BENEFITS STATEMENT - PIN CLICK

	Name	BALAJI R	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	16th December 2020	
	C & B CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with valid driving license.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable. 			

Shubho



X.F.S.G.

ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT - PIN CLICK			
	Name	BALAJI R	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	16 th December 2020	
	C & B CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Education Allowance	2,000	24,000
	Special Allowance	4,739	56,868
	Sub-Total I / Gross Pay	26,589	3,19,068
Benefits			
B	PF Employee	1,008	12,096
	Gratuity	403	4,836
	Sub Total II	1,411	16,932
Total A + B	Cost to the Company	28,000	3,36,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
		43,000	5,16,000
<p>Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.</p>			
<ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF,ESIC as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

PinClick Property Management Pvt Ltd.,

Mr.Manik
KinraCo Founder







Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with PinClick I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____ Signature: _____

Date: _____ Anticipated Start Date: _____



Shri...

[Handwritten signature]

RE: JD for MT & Bank Officers

Aaron . <aaron@aubank.in>
Sat 04-09-2021 17:28

A

?
?
?
?
?

To:

• Soumya

Dear Soumya,
It was nice meeting candidates from Surana College.

Below candidates are selected,

1. Pavan B
2. Pavan G
3. Shaik Nayuf
4. Sindhushree S S
5. Balaji R
6. Nirikshitha DS(She need to call after a month, since we are yet to come up with new Branch in Chikpet/Banashankari).

Thanks & Regards,

Aaron .
Talent Acquisition Manager-Regional
AU Small Finance Bank Limited
(A Scheduled Commercial Bank)

Ground & First Floor, Smart Avenue no. 28, Residency Road, Bangalore, Karnataka - 560025
Mobile : +91-8306991715 | Website : www.aubank.in



From: Soumya <placementcell@suranacollege.edu.in>

Sent: Friday, September 3, 2021 4:18 PM

To: Aaron . <aaron@aubank.in>

Subject: Re: JD for MT & Bank Officers

CAUTION: This email originated from outside of AU Small Finance Bank. Please do not click on any links and/ or download any attachments if you do not know the sender.

Dear Mr. Aaron

The following list of students have confirmed on Attending the interview tomorrow

Shilpa

K. S. S.

1. Prathima.N
2. Shwetha.S
3. Sindhushree.SS
4. Nirikshatha
5. Sudhakar Gowda
6. Vinay Kumar.K
7. Moin Pasha
8. Balaji.R
9. Narasappa
10. Pavan.G
11. Shaik Naiuf
12. Lakshminarayana
13. Pavan,B
14. Shivakumar Bakre
15. Govindaraju

Thanks & Regards,

SOUMYA.K.R

Placements & Training

Mobile: **9916712296**

Email: placementcell@suranacollege.edu.in

Surana College PG Department

CA- 17, Kengeri Satellite town, Bangalore: 560060

Website: www.suranacollege.edu.in

From: Aaron . <aaron@aubank.in>

Sent: 26 August 2021 11:25

To: Soumya <placementcell@suranacollege.edu.in>

Subject: JD for MT & Bank Officers

Dear Soumya,

It was pleasure talking to you.

As we discussed, we AU Small Finance Bank is expanding in South is in full paced.

For the same we are looking for bulk frontline hiring MT & **Bank Officers** sales force on priority for Bangalore & Hyderabad location.

Let candidates go through our website & also recent advertisements in social media before applying for this job.

<https://www.aubank.in/>

JD as below

Shibatta



- Graduate in any Discipline, 1-6 years of experience in Field Sales (Branch Banking CASA product/ Liability Banking / Insurance/NBFC sales preferred). Freshers with high interest to make career in Banking can apply too.
- Age up to maximum 32.
- Functional Competencies Selling skills, Good communication skills.
- Behavioral Competencies Customer service attitude, Negotiation & Relationship building Skills.
- Ability to convince the customers.
- Job Responsibilities Financial Responsibilities Acquisition of CASA & liabilities a/c from cold calling, market reference, cross sell and selling third party products (life & health insurance, mutual funds SIPs).
- Non Financial - Responsible for implementing sales and marketing activities within a branch in order to grow the Liabilities business and achievement of sales targets.
- Ensure Liability acquisition targets are met by developing new relationships and leveraging existing ones within the customer base.
- Responsible for acquiring new customers through multiple channels campaigns (in the vicinity), branch walk-ins, referrals from existing customers, through industry bodies and associations and through running industry.
- Achieving overall numbers and value targets as per scorecard. Ensuring timely opening of accounts and giving smooth on boarding experience to NTB customers.

Any clarification, please reach me undersigned.

Thanks & Regards,

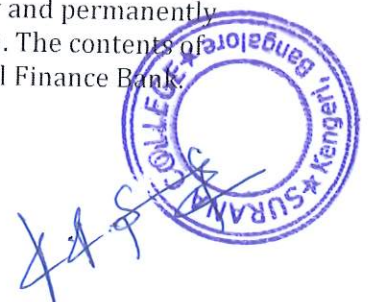
Aaron .
Talent Acquisition Manager-Regional
AU Small Finance Bank Limited
(A Scheduled Commercial Bank)

Ground & First Floor, Smart Avenue no. 28, Residency Road, Bangalore, Karnataka - 560025
Mobile : +91-8306991715 | Website : www.aubank.in

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Aaron



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Regd. Office: AU SMALL FINANCE BANK LIMITED, 19-A, Dhuleshwar Garden, Ajmer Road, Jaipur 302001

Shilpa



4477



ALCHEMY TECHSOL INDIA PVT.LTD.

Ms. Prathima B N
07353617294/8310018536

LETTER OF OFFER

Date: 20 Oct 2021

Dear Prathima B N,

Congratulations!!

We are pleased to offer you an Employment with **Alchemy Techsol India Pvt. LTD** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as "**Accounting Associate**" and will be based at our **Bangalore** Centre.
2. Your date of commencement of Employment will be on or before **22/10/2021**.
3. You will be entitled to receive compensation and benefits (Fixed Pay of **INR 228000/-PA**) as per the enclosed annexure.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your Date of joining.
5. You will be on probation for a period of **6 months** from the date of joining.
6. The notice period to be served would be **1 month**.
7. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) (Two Copies)
 - b) Original Academic Certificates (all from 10th to Highest)
 - c) Resignation Acceptance Letter with acknowledgement
 - d) Relieving letter from previous employer (Original)
 - e) Proof of compensation last drawn (last 3 Months)
 - f) 4 passport size photograph
8. It is mandatory to open a salary account with **Axis Bank**, as salary would be processed only to Axis Bank account.
9. Kindly sign a copy of this letter as a token of your acceptance of this offer within 7 days from the date written above post which this offer stands withdrawn.
10. Our Bank Spoc will reach you for opening Bank account.

Looking forward to a long and mutually beneficial career with us.

Yours Truly,

For ALCHEMY TECHSOL INDIA PVT.LTD

Smitha M Thottathil
(HR Head)



Scanned by CamScanner

Compensation & Benefit Sheet		
Employee Name	Prathima B N	
Designation	Accounting Associate	
Location	Bangalore	
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	15001	180012
HRA	2151	25812
Medical	0	0
Conveyance	0	0
Statutory Bonus	1250	15000
Special Allowance	0	0
Total - A	18402	220824
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	598	7176
Employer PF (13% of Basic)	0	0
Total - B	598	7176
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	138	1656
Employee PF (12% of Basic)	0	0
Professional Tax	200	2400
GMI	190	2280
Total - C	528	6336
Fixed CTC (Part - A + B)	19000	228000
Variable CTC (Retention Bonus) #	0	0
TOTAL CTC	19000	228000
Fixed Net Take Home (Part A - C)*	17874	214488
* Net take home is subject to TDs deductions as per income tax norms.		
# Refer Retention Bonus Policy for Pay-out of Retention Bonus.		
## This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.		
***Employer contribution of PF = Pension scheme 3.11% + Provident Fund 1.67% + EPF Admin charges 0.5% + EDLI 0.5%		

Smitha

Authorized Signatory
 Smitha M Thottathil
 (HR Head)

Prathima B N
 Employee Signature:
 Date: 20-Oct-2021

Shiballo

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**Summary Report of
Disciples Skills Enrichment Program
Conducted at
Surana College – Department of PG Studies ,
Kengeri Campus, Bengaluru – 560060**



Report Compiled & Submitted by
Disciples India Career Skills & Entrepreneurship Development Center,
(A Unit of Disciples India Educational Resources Pvt. Ltd., Bengaluru)
(An ISO 9001:2015 Certified Organisation)



**Disciples Skills Enrichment Program
Conducted at
Surana College – Department of PG Studies ,
Kengeri Campus, Bengaluru – 560060**

**Conducted from
11th January to 13th January 2021 – Domain Skills Training
17th February to 24th February 2021 – Pre-placement Training**

**In Association with
Disciples India Career Skills & Entrepreneurship
Development Center, Bengaluru**



Ch. Jyoti



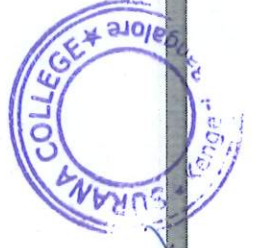
B. Disciples Skills Enrichment Program Report

Sl	Particulars	Remarks
1	Disciples Skills Enrichment Program (DECP) Training Organised By	Surana College – Department of PG Studies
2	Disciples Skills Enrichment Program (DECP) Training Venue	Surana College – Department of PG Studies CA-17, Stage I, Kengeri Satellite Town, Bengaluru, Karnataka 560060
3	Conducted By (In Association with)	Mr. Shivaprasad.K.M Executive Director Disciples India Career Skills & Entrepreneurship Development Centre (An Unit of Disciples India Group) (An ISO 9001:2015 Certified Organisation) #3444, 'Karma Koushalya Bhavan' Chord Road, Opp. Attiguppe Metrostation, 2nd Stage Vijaynagar, Bengaluru – 560040 Contact- 9986299159 / 9964909444
4	DSEP Inaugural Program	11 th January 2021
5	Director Name	Dr. Venkatesh Kumar N
6	Training & Placement Officer	Mrs. Soumya K R
7	DSEP Training Dates	11th January to 13th January 2021 – Domain Skills Training 17th February to 24th February 2021 – Pre- placement Training
8	No of Trainers	4 Trainers for Pre-placements Training
9	No. of Company Representatives (as Resource Persons)	5 Representatives for Domain Skills Training
10	No. of Training Topics Covered	12 Topics
11	DECP Days	3 Days Domain Skills + 6 Days Pre-placements Skills
12	No of Hours Trained	50 Hours

Sl	No. of Trainees	Total No. of Trainees Trained
A	Domain Skills	80 Trainees
B	Pre-Placements Training	80
C		80
14	Trainees Feedback – Before Training	
A	Not Favourable for training	65 %
B	Anxious	15 %
C	Favourable for Training	12 %
D	Curious	8 %
15	Trainees Learning Experience	
A	Excellent	60 %
B	Good	39 %
C	Average	1 %
16	Faculty Members Training Methodology	
A	Excellent	65 %
B	Good	34 %
C	Average	1 %
17	Trainees who want to further training	
A	Yes	71 %
B	No	29 %

Regards

Shivaprasad.K.M
Co-Founder & Executive Director
Disciples India Educational Resources Pvt. Ltd



Shivaprasad



Sl	Faculty Team Inputs	Disciples India Training Inputs	No. of Hours	No. of Students Trained
1	Understanding Functional areas in Business / Company	Domain Specific Training	15 Hours	80 Nos.
2	Intuits on interview skills	Pre-Placements Training	30 Hours	80 Nos

F. Training Schedule for Domain Specific Training

Domain Specific Training for MBA Training Schedule – Day Wise (From 11th Jan to 15th Jan 2021)

Sl	Date	Day	Session 1	Break Time	Session 2	Total Training per day
1	11 - Jan	Monday	10:00 - 12:30am 2.30 Hours Marketing -1	12:30-1:15 45 Minutes	1:15 - 3:45pm 2.30 Hours Marketing - 2	5 Hours
		Trainer Name	Mr. Prem		Mr. Arun K	5 Hours
2	12 - Jan	Tuesday	HR - 1		HR - 2	5 Hours
		Trainer Name	Mr. Ranganidhi VJ		Mr. Sanjeev K	5 Hours
3	13 - Jan	Wednesday	Finance & Accounting -1		Finance & Accounting -2	5 Hours
		Trainer Name	Mr. Harshik		Mr. Srinam	5 Hours / 6 Sessions
	6 Days		3 Sessions		3 Sessions	15 Hours / 6 Sessions

Shilpa

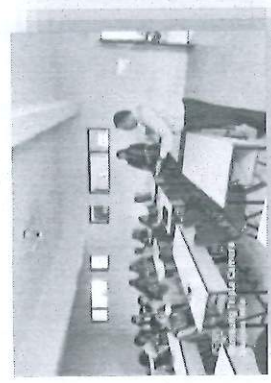
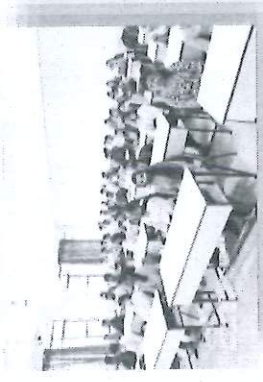


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I. Session Pictures



I. Session Pictures



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Student Names

Sl. No	Name of the Student	Sl. No	Name of the Student
1	Akhila S	51	Goutham M
2	Aliya Amreen	52	Goutham Raj K
3	Archana D K	53	Harsh Mishra
4	Aruna S	54	Hemanth K
5	Balaji R	55	Hemanth Kumar R
6	Bilal Ahmed Shariff	56	Mallareddy B H
7	Chaitanya N	57	Meghana P
8	Chethan Kumar R	58	Mithun R
9	Deepa N	59	Namratha C
10	Deepa P C	60	Pavan A G
11	Disha Mondal	61	Pavan B
12	Drashya Muthamma M P	62	Pooja
13	Govindaraju H M	63	Prathima B N
14	Harisha R	64	Prerana G N
15	Harshitha V	65	Pruthvi Naik R
16	Hemalatha C	66	Rakshitha Ramanna
17	Hemali vaiya	67	Rakshitha Ravishankar
18	Janhavi S	68	Ramya R
19	Jayasudhan S	69	Ravi G N
20	Juned Memon	70	Sachinkumar R
21	Kavya J O	71	Sahana A C
22	Kumarabyresh K C	72	Sahana H
23	Lakshmi R S	73	Samarth D A
24	Laxminarayana V	74	Sanjay Kumar S
25	M K Dhanush	75	Sanjay S
26	Madhumitha A	76	Santhosh Kumar R
27	Madhusudhan	77	Satyam Kumar Choudhary
28	Manjunath J	78	Shaik Nayuf
29	Manoj H S	79	Sharath Kumar C T
30	Manoj R	80	Sheetal
31	Moin Pasha	81	Shivakumar Bakare
32	Mythily M	82	Shivakumar Shankarappa Rathod
33	Namratha S Ijari	83	Shwetha S
34	Nandha Kumar K R A	84	Sindhushree S
35	Narasappa	85	Sneha N
36	Nirikshitha D S	86	Soukya L Hegde
37	Nitin N Deshik	87	Suchithra D R
38	Niveditha C M	88	Sudhakar Gowda
39	Pallavi G	89	Swarna Kumar
40	Pallavi M V	90	Swathi S
41	Pitamber	91	Thanushree H B
42	Prachi Jain A Nahar	92	Varshith Kumar B R
43	Rincy M S	93	Vinay Kumar K
44	Sachin S G	94	Vineetha J
45	Seefalika Roy	95	Yashashwini S
46	Shashi Kumar M R	96	Yashaswini K
47	Sridhar Yadav M	97	Yashwanth Kumar B E
48	Vedantam Anand	98	Yogesh G R
49	Vikas L	99	Yogesh M Rao
50	G Pavan	100	Vishwa M

Annexure 2

Consolidated Employability Test Report



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Disciple Employability Test Report

45	Palani S	3	0	0	4	10	4	10	4	10	6	5	0	64	00:20:18
47	Palani MV	10	6	2	4	5	0	2	5	4	5	4	5	46	00:16:23
48	Pooja S	10	6	10	6	10	4	3	3	5	10	90	90	00:27:42	
49	Prabhata BN	10	5	5	5	4	3	3	5	6	70	70	00:25:26		
50	Prerana GN	3	4	10	4	10	20	3	3	10	3	80	80	00:25:04	
51	Pruthvi Naik	3	6	2	0	0	0	0	0	0	16	16	00:05:46		
52	RAVI GN	6	2	6	3	10	5	10	10	6	70	70	00:17:23		
53	Rakshita Ramanna	3	6	0	5	10	4	5	3	3	62	62	00:21:40		
54	Rakshitha Ravshankar	0	1	10	6	10	10	3	6	5	78	78	00:20:00		
55	Ramya R	0	4	2	1	4	2	3	6	6	4	48	48	00:14:05	
56	Rincy M S	10	3	5	2	0	0	0	0	0	25	25	00:11:53		
57	Sachin Kumar R	0	1	10	2	3	0	0	0	0	32	32	00:10:21		
58	Sahana A C	10	4	0	0	10	10	3	3	10	84	84	00:21:18		
59	Sahana H	3	5	5	1	5	4	4	3	2	54	54	00:10:48		
60	Samarth	10	6	0	0	0	0	0	0	0	16	16	00:06:51		
61	Sanjay Kumar S	6	6	4	2	6	2	3	6	0	56	56	00:19:36		
62	Santosh Kumar R	0	0	4	0	10	4	3	10	6	74	74	00:22:02		
63	Sarvam Choudhury	0	0	0	6	10	4	2	3	10	6	70	70	00:17:51	
64	Seethika Roy	10	10	10	5	10	4	10	3	10	88	88	00:27:17		
65	Shajik Nayif	10	3	0	6	3	2	10	0	10	6	78	78	00:23:33	
66	Shruthi Kumar C T	4	5	5	1	10	0	2	2	3	48	48	00:20:10		
67	Shashi Kumar M R	10	1	10	6	10	10	3	3	6	74	74	00:30:00		
68	Sheethal	10	5	6	6	10	2	6	10	6	68	68	00:27:57		
69	Shival Kumar Bakare	10	1	5	1	10	5	5	5	10	0	62	62	00:30:00	
70	Shweta S	2	6	0	0	0	0	0	0	0	8	8	00:09:27		
71	Srinubhara SS	5	6	2	1	3	4	10	6	1	6	56	56	00:20:23	
72	Sreeta N	5	2	2	0	3	0	0	0	0	13	13	00:08:27		
73	Soukya L Hegde	6	6	2	0	0	0	0	0	0	14	14	00:06:53		
74	Sourya	0	0	0	0	0	0	0	0	0	0	0	00:03:14		
75	Sridhar Yadav M	10	0	10	1	10	3	1	0	0	54	54	00:30:00		
76	Suchithra D R	10	4	6	2	10	10	4	1	0	52	52	00:30:00		
77	Sudhakar Gowda BS	3	4	2	6	0	0	6	3	3	36	36	00:15:13		
78	Swathi Sujatha	3	0	0	6	10	5	4	5	1	60	60	00:31:15		
79	Thanushree H B	10	1	10	6	10	10	3	3	6	74	74	00:30:00		
80	Vardhini Kumar BR	4	1	3	1	6	4	6	3	3	60	60	00:19:47		
81	Vedantam Anand	10	6	2	10	10	0	3	3	4	64	64	00:15:41		
82	Vinayal	10	2	5	0	10	4	3	3	5	72	72	00:30:00		
83	Vinay Kumar K	6	1	2	1	6	0	3	3	3	52	52	00:23:00		
84	Vineetha J	10	5	10	6	10	3	10	3	10	84	84	00:30:00		
85	Vinaya M	10	3	10	1	10	10	10	3	1	82	82	00:26:34		
86	Vishwani S	3	1	0	1	3	1	3	6	2	66	66	00:25:51		
87	Vishwanth Kumar S S	3	4	0	1	3	1	4	4	4	44	44	00:26:33		
88	Vignesh G R	3	3	2	2	3	2	3	3	4	54	54	00:17:42		
89	Visharvini K	10	1	10	3	10	10	6	3	10	94	94	00:24:57		
90	Vignesh mrao	10	5	6	1	3	10	0	0	6	62	62	00:16:44		

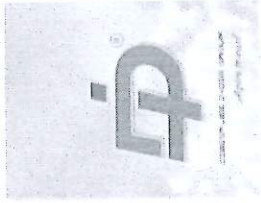
Annexure 3

Random Students Pre-Training Assessment Forms



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DISCIPLES INDIA GROUP



SKILLS DEVELOPMENT, PLACEMENTS, ENTREPRENEURSHIP, CONSULTING & RESEARCH

Disciples India Educational Resources Pvt. Ltd,

An ISO 9001:2015 Certified Organisation

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K. S. S. S.