17-11-2023

UST-LOI-1116

Abhishek R Bhat

Alva'S Education Foundation, Moodbidri

Sub: Letter of Intent

Dear Abhishek R Bhat,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with ('UST').

This offer is subject to the following and any other conditions:

- You should complete the course which you are now pursuing, without any backlog at the time
 of joining.
- 2. Shall secure 60% aggregate in your current degree course from the first to last semester.
- 3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.

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

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.

Dept. Of Information Science & Engineering Alva's Institute of Engg. & Technology Milar, MOODEIDEL-574 225

. O. D.

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If this offer is acceptable to you, please intimate your acceptance of the same by signing a scanned copy of this letter and returning it to us on or before 22-11-2023. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

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

Sincerely,

for US Technology

Accepted

Vinesh George

Abhishek R Bhat

Group Manager HR

Execution by the candidate:

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

Signed by Candidate

Date 21/11/23



Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo Bunder Mumbai 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

2308203/ ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Mr. Abhishek Sv.

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at Band U and Sub Band U1 in our Organization provided:

- ô You are being medically fit.
- You have completed your qualifying academic course with a minimum score of 70% or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under probation for a period of 6 (Six) months from the date of joining.
- You will be eligible for an Annual Salary package of INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand). Please refer to Annexure - A for breakup of your intended Annual Salary package.
- In addition, you will also be entitled for a one-time settlement Allowance not exceeding INR 15,000, (Indian Rupees Fifteen Thousand Only) if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only) as liquidated damages to Tech Mahindra.
- 5 You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Dept. Of Information Sec. 100 %, Engineering Alva's Institute of Childs. & Lecinology Niljar, Wioodside: - 574 225



Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo Bunder Mumbai 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on 31-Oct-24 or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely, For Tech Mahindra Limited,

Krishna Ramaswamy

Head - Resource Management Group



ANNEXURE A

DATE:12th February, 2024

Anand M Rastapur

C/o Mallikarjun Rastapur, 10-6-50, Maktal Pet, Basavan Bhavi Chowk, Raichur, Karnataka - 584102

SUB: EMPLOYMENT OFFER LETTER

We are pleased to offer you the position of Trainee Software Engineer Level 2 in our Company on the Terms and Conditions annexed hereto (Terms). Your appointment is subject to your successful completion of Training/Internship as per the Company's letter dated 12th February, 2024, and acceptance of the Terms which shall be deemed to be a part of the Offer Letter.

Do review the Offer Letter and affix your signature at the space provided below, signifying your acceptance. Post your acceptance of this Offer Letter, your employment shall be deemed to commence from 12th July, 2024 ("COMMENCEMENT DATE").

Kindly convey your acceptance to this Offer Letter by returning the same duly signed to reach us on or before 12th February, 2024 or such extended date as the Company may at its sole discretion decide.

We look forward to a mutually beneficial association.

With warm regards,

Chitharanjan VM

Senior Strategic HR Partner

OFFER ACCEPTANCE

I, Anand M Rastapur, hereby accept the above offer.

Date: Dept. Of Information Science & Engineering
Alva's Institute of Engg. & Technology

Mijer, MOODBIDRI - 574 225

Juego Studio Private Limited



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation ®,Moodbidri)
Affiliated to Visvesvaraya Technological University, Belagavi
Approved by AICTE, New Delhi & Recognised by Government of Karnataka
Accredited by NBA (CSE & ECE)

Ref.No: AEF/HR/2024-25/ 1034

Date: 28/08/2024

To,

Ms.B.S.Sumukha

4-93 Chaithanya Nivas

Bontadka, Tenkamijar

Ashwathpura

Moodbidri-574227.

Dear, Ms.B.S.Sumukha

Subject: Probationary Appointment Order - regarding.

Date of Joining: 04/09/2024

With reference to your Application cited above and the subsequent interview you had with us, we are pleased to appoint you as **Teaching Assistant** in the department of Information **Science & Engg.** on the following terms and conditions.

- 1. That initially you shall be on probation for a period of one year from the date of your joining for duty. The said period of probation may be extended by another six months purely at the discretion of the Management.
- 2. That during or at the expiry of the period of Probation or extended period of probation, the Management shall have the right to conclude your service by giving one month advance notice or one month pay in lieu of notice, with or without assigning any reasons thereof.
- 3. During the period of probation, you shall have the right to conclude your services by giving one month advance notice or one month pay in lieu of notice to the Management at the end of the Academic Year. You shall not leave your employment during the mid of Academic year/Semester of the college / institution.
- 4. You will be paid a consolidated salary of Rs.20,000/- per month.
- 5. That, the payment of your salary shall be subject to statutory deductions including reduction of income tax, professional tax etc.

6. Apart from the above salary, you are entitled for leave benefits, such as earned leave, casual leave, national & festival holidays etc.

- 7. After the expiry of your Probationary period of service, you have no right to claim regular employment with us. Your Probationary period of service shall come to an end automatically on the expiry of Probationary period. If your services are found satisfactory during the period of Probation, the Management may absorb you as a permanent employee by issuing a confirmation Order in writing.
- 8. That on confirmation, your services shall be liable to be terminated by giving you three months' notice or three months' salary in lieu thereof exception disciplinary grounds in which case no such notice or payment in lieu thereof shall be necessary.
- 9. That you shall not leave your employment without giving three months' notice in writing or three month's salary in lieu of such notice and you shall not leave your employment during the academic year of the college / institution. You shall, if you desire, leave the services after the end of the academic year by giving three months' notice in writing or three month's salary in lieu of notice. In case you leave the services without complying with the above conditions, you cannot claim service certificate, no due certificate, reliving order from the Management.
- 10. That your appointment and continuance in employment of the college is further subject to your being found medically fit and the Management shall have the right to get you re-examined from any registered medical practitioner or the college's doctor as they may think fit and proper.
- 11. That you shall be the whole time faculty member of the college and shall not engage yourself in any work, profession or employment in other institutions either honorary or otherwise during the period of your employment with the college.
- 12. That you shall devote your whole-time to the duties assigned to you from time to time and shall not undertake tuition work without the written permission of the Management.
- 13. That you shall not accept any contribution or otherwise associate yourself with the raising of any Funds or make any other collections, whether in cash or in kind in pursuance of any object, whatsoever, or accept or demand any object, whatsoever or accept or demand any subscription from any member of the college or members of any Association or staff or the student or their guardians.
- 14. That you shall conform to all rules and regulations in force from time to time in the college and shall carry out all other lawful orders/instructions/directions of the Governing Body as are given to you in connection with the day to day discharge of your duties in the college. A copy of the service rules of our institution shall be furnished to you at the time of joining the duty in our institution.
- 15. That all communications to you at your last given address shall be deemed to have been delivered to you.



- 16. That you shall also receive any communications whenever one is offered or delivered to you personally and shall sign the duplicate copy of the same in token of its having been received by you.
- 17. That you shall not utilize, disclose or divulge to any person or persons any confidential information relating to the institution.
- 18. That in case any act or omission constituting misconduct is alleged against you, you shall be placed under suspension pending enquiry and shall not be entitled to any wages during the period of such suspension. But, you will be paid subsistence allowance as per the Service Rules of our institution.
 - 19. That your services shall be liable to be transferred from one place to another and/or from one college to another and/or from one post to another purely at the discretion of the Management and due to exigencies of work.
 - 20. That you shall also be responsible for the safe custody of the furniture, books, apparatus, record and such other articles entrusted to you and in case of any damage or loss, the Management shall have the right to make good the same from your salary or other dues besides taking any other disciplinary action as they may deem fit or proper.
 - 21. That on termination of your appointment or resignation for whatever reason, you shall deliver or cause to be delivered to the college all books apparatus, records and such other articles belonging to the college or Library as may be in your possession failing which the Management shall have a right to make good the same from your salary or other dues.
 - 22. That you shall be retired on attaining the age of 60 years. The Management may grant extension of one or two years purely at their discretion or due to the exigencies of service, subject to your medical fitness.
 - 23. In case the above terms and conditions of service are acceptable to you, then please return the duplicate copy of this Offer of appointment after affixing your signatures on the same in token of your acceptance and present yourself for duty within 15 days from the receipt thereof.

For ALVA'S EDUCATION FOUNDATION (R)

Alva's Institute of Enga. & Technology. Müar. MOODBIDRI - 574 225, C.K

Administrative Officer Alva's Institute of Engg. & Technology

Shobhavana Campus Mijar, Moodbidre - 574 225

Signature:

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

VA'S

(A Unit of Alva's Education Foundation ®,Moodbidri)
Affiliated to Visvesvaraya Technological University, Belagavi
Approved by AICTE, New Delhi & Recognised by Government of Karnataka
Accredited by NBA (CSE & ECE)

Ref: AIET/HR/2024-25/1033

04.09.2024

DUTY JOINING MEMO

Ms.B.S.Sumukha has reported to the duty today, 04.09.2024 forenoon as Teaching Assistant in the Department of ISE in this Institution.

PRINCIPAL

Alva's Institute of Engg. & Technology, Mijar. MOODBIDRI - 574 225, B.K

Copy to:

- 1. Concerned
- 2. Personal File
- 3. Accounts Section
- 4. Library
- 5. Administrative Officer



ANNEXURE A

DATE: 12th February, 2024

CH Rakesh

S/o CH Sridhar, Hiredinni Camp, Hiredinni, Toranadinni, Raichur, Karnataka - 584120

SUB: EMPLOYMENT OFFER LETTER

We are pleased to offer you the position of Trainee Software Engineer Level 2 in our Company on the Terms and Conditions annexed hereto (Terms). Your appointment is subject to your successful completion of Training/Internship as per the Company's letter dated 12th February, 2024, and acceptance of the Terms which shall be deemed to be a part of the Offer Letter.

Do review the Offer Letter and affix your signature at the space provided below, signifying your acceptance. Post your acceptance of this Offer Letter, your employment shall be deemed to commence from 12th July, 2024 ("COMMENCEMENT DATE").

Kindly convey your acceptance to this Offer Letter by returning the same duly signed to reach us on or before 12th February, 2024 or such extended date as the Company may at its sole discretion decide.

We look forward to a mutually beneficial association.

With warm regards,

Chitharanjan VM

Senior Strategic HR Partner

OFFER ACCEPTANCE

I, CH Rakesh, hereby accept the above offer.

However & Engineering

Alva's Institute of Engly, & Technology

Mijar, MOODBIDRI - 574 225

Juego Studio Private Limited





C H RAKESH Emp ID: JSPL240703 Blood Group: O+





10-Jul-2024

Ms. Chandana P T Karnataka, India,

Dear Ms. Chandana PT,

Further to our offer and your acceptance thereof, we have pleasure in appointing you as Executive - Hub Operations at Bangalore effective 22-Jul-2024.

Your annual total base pay will be INR 3,24,000 (Rupees Three Lakh Twenty Four ThousandOnly). Your compensation is mentioned in the attached Annexure-I.

Your Employment shall be "at will," meaning that either you or the Company shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without Cause. Any contrary representations that may have been made to you shall be superseded by this Agreement. This Agreement shall constitute the full and complete agreement between you and the Company on the "atwill" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company.

Your employment may be terminated at the instance of either party only by giving to the other party 1 calendar months' prior written notice provided that the Company may if it shall so choose pay 1 months' prior written notice or salary in lieu thereof.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Flipkart or an appropriate third party, and the results of such background checks being favorable in Flipkart's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Flipkart. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law. In the event that you are required to work for more than 48 hours in a week, you shall be informed of the same by your immediate supervisor.

You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person. You represent and warrant to the Company that you have returned all property and confidential information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

You shall serve the Company in India in connection with the business either of the Company or one of the Associated Companies as the Company may at any time or from time to time direct. ("Associated Companies" shall mean and include any and every Company in which at least 25% in the aggregate of the Ordinary Share Capital is for the time being held by or in the beneficial ownership of the Company Dopt. Of Information Schenop & Engineering and/or any of its associated companies)

CIN U74900KA2015PTC080778 | Ph : 080 - 6798 8250 | www.ekartcourier.com



You shall not have any claim whatever against the Company or any of its Associated Companies for any extra service, unless for such payment (if any) as may have been expressly agreed to in writing prior to such services being rendered.

During the employment period, if you are required to travel or stay outside your location specified above, you shall be entitled to reimbursement of reasonable expenses as per the travel policy of the Company, applicable from time to time.

You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve the Company, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company.

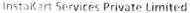
You shall not, unless directed by the company, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property. If required by the Company, during or after the Employment Period, you shall assign and transfer in favour of the Company or, at the request of the Company, in favour of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials. In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

You shall, at the request and cost of the Company, take all necessary steps to procure the granting of Letters of Patent in India and similar protection abroad in the Joint names of the Company and yourself in respect of such invention, and upon such Letters of Patent and/or similar protection being granted, shall, at the request and cost of the Company, execute all assignments, licenses, and other documents required by the Company to deal with the said Letters of Patent and/or similar protection in such manner as the Company may think fit. Should the Company so desire the said invention shall not be made the subject of Letters of Patent or similar protection, but shall be worked by the Company, and all or any of its Associated Companies as a secret process, and in such case you undertake not to disclose, divulge or communicate any information relating to such invention to any other person or persons whatsoever.

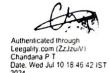
All the provisions hereinbefore contained regarding any invention or patent shall apply to any design which during the continuance of this Agreement, you shall become entitled to register, the registration thereof being deemed to be equivalent to the grant of Letters of Patent, and any other necessary changes being made.

If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on.



Buildings Alyssa, Begonia & Clover, Embassy Tech Village, Outer Ring Road, Devarabeesanahalli Village, Bengaluru – 560103, Karnataka, India

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You shall not do or indulge in any of the following, without the prior written consent of the Company:

- (a) Compete: During the Employment Period and for a period of at least 6 (Six) months after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company:
- (b) Solicit Business: During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company;
- (c) Solicit Personnel: During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

You acknowledge and agree that the compensation stated in Annexure I of this appointment letter is sufficient consideration for you to agree to non-compete and non-solicitation

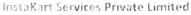
You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom, you may be having official dealings.

You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company, irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You will have access to the employee portal which will have Company's Code of Conduct, Privacy Policy Guide, IT Usage Policy, Safety and Environment policy and other policies of the company. You are required to go through the same and understand them. You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service.

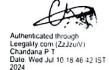
You will always maintain in good condition of the Company's assets, which may be entrusted to you for official use during the course of your employment and shall return all such assets to the Company prior to relinquishment of your charge to the person or department identified by the Company. Failing which the cost of the assets will be recovered from your Full and Final Settlement. Once the amount is recovered and you return the asset within seven (7) business days from the date of recovery, you may claim the amount back. You will not be able to claim/or offer to return the assets post the cut off of seven (7) business days from the date of the recovery.

If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or willfully neglect to perform to the satisfaction of the Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment.



Buildings Alyssa, Begonia & Clover, Embassy Tech Village, Outer Ring Road, Devarabeesanahalli Village, Bengaluru – 560103, Karnataka, India.

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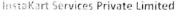
Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity.

No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time.

No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

The Company shall be entitled to make policies from time to time including but not limited to the matters/terms and conditions mentioned in this Offer Letter and may alter the policies anytime at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Offer Letter to that extent.



Buildings Alyssa, Begonia & Clover, Embassy Tech Village, Outer Ring Road, Devarabeesanahalli Village, Bengaluru - 560103, Karnataka, India.

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If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

For InstaKart Services Private Limited



I accept the above terms and conditions and shall abide by them.

Name: Chandana PT

"This is an electronically generated document, hence will not be printed on letter head material."





Annexure I

Annexure I: Your Rewards Summary

Name : Chandana P T

City : Kamataka, India

INR Annua	lly
	3,24,000
2,52,000	
50,400	
21,600	
	3,24,000
	48,611
36,490	
12,121	
de un la	3,72,611
	3,72,611
	2,52,000 50,400 21,600 36,490

Note:

- Employer's Contribution to Provident Fund (maximum 12% on 1,80,000/- of Basic Salary per annum)
- Gratuity is at 4.81% of your Basic Salary and its payable on separation, subject to completion of 5 years of service in the company with the prevailing acts.
- Performance bonus is paid as per the terms and conditions of the company bonus plan.
- Any tax liability arising out of these allowances, perquisites and reimbursements will be borne by the employees.





Anti-Corruption Screening Form

ed by in-scope applicants as defined in the Anti-Corruption HR Screening Plan, v 2020)

Applicants: The information collected herein is part of the application process, is being collected a Applicants: The information collected herein is part of the application process, is being collected by it is an appearance of the position that you are applying for, and the Company reserves the right to ask a information beyond what is asked in this application. Furthermore, by completing this applicant is applicant cause the information reported herein to be no long cant agrees that if subsequent developments cause the information reported herein to be no long or complete, the applicant will immediately notify the Company regarding a change tances. By providing this information, the applicant certifies that the statements and information in this submittal are true, accurate, and complete. Any misrepresentation or concealment ion may result in the employment termination in accordance with market-specific policies.

The information collected on this form is used for recruiting and employment purposes

1. Have you been employed by a Government Entity within the last two years, or are you currently employed by a Government Entity, or do you anticipate holding a government position/title within the next 12 months? A Government Entity is any government department, agency, ministry, instrumentality, entity, political party, political campaign, state-owned enterprise, public international organization, recognized traditional or tribal council, or recognized traditional or royal family. In the case of political party candidacy or position, please state the office for which you are running or hold/held (ex. mayor), but do not identify the political party affiliation.

No



Anti-Corruption Screening Form

ed by in-scope applicants as defined in the Anti-Corruption HR Screening Plan, v 2020)

The information collected herein is part of the application process, is being collected to have any conflicts of interest that may present a corruption risk or an appearance of for the position that you are applying for, and the Company reserves the right to ask for the position that you are applying for, and the Company reserves the right to ask for the beyond what is asked in this application. Furthermore, by completing this application, as that if subsequent developments cause the information reported herein to be no longer plets, the applicant will immediately notify the Company regarding a change in a providing this information, the applicant certifies that the statements and information submittel are true, accurate, and complete. Any misrepresentation or concealment of soult in the employment termination in accordance with market-specific policies.

e information collected on this form is used for recruiting and employment purposes.

Do you have any family members who are Government Officials or are employed by a Government Entity?

Family members include parents, children, siblings, spouses, and spousal equivalents. A Government Official is: (i) any officer or employee of a Government Entity; (ii) any person acting in an official capacity for or on behalf of a Government Entity; or (iii) any candidate for a public office position or any person acting in an official capacity for or on behalf of the candidate; or (iv) any officer or employee of a private bank.

If YES, provide the information regarding your family member(s) below (attach list on a separate page, as needed)

Family Member

Position/Title Held by Family Member

Ex-serviceman

Government Entity that Family Member is Employed By or Affiliated With

central government Exserviceman

Please identify your relation to the Family member who is a Government Official or employed by a Government Entity

father

If YES, are these family members in a position that interacts or could interact with the Company?

Yes

Applicant Name: Chandana PT

Signature:



INSTAKART SERVICES PRIVATE LTD.

A Filpkart Group Company Alyssa, Begonia & Clover, Embassy Tech Village, Outer Ring Road.

Devarabeesanahalli Village,

Bengaluru - 560103

Karnataka, India

PAYSLIP FOR THE MONTH OF AUGUST

2024

EMP CODE: EMP NAME:

DOB: 23/11/2002

GRP_DOJ:

PF NO:

DESIGNATION:

22/07/2024

217956

CHANDANA P T

PYBOM13529330000036661

EXECUTIVE - HUB OPERATIONS

BANK AC NO:

3072500103135501

IFSC_CD:

KARB0000307

BANK NAME:

KARNATAKA BANK

DOJ:

22/07/2024

UAN: DAYS WORKED: 102103412637 31.00

PAN NO:	CLUPT0104	R					
Standard Days:31		Payable Days:31.00 Loss of Pay Days:0.00		LOP Reversal Days: 0.00 Arrear Days: 0.00			
EARNINGS		MONTHLY SALARY	CURRENT MONTH	ARREAR (+/-)	TOTAL	DEDUCTIONS	TOTAL
BASIC		21,000	21,000	0	21,000	P.F.	1,800
H.R.A		4,200	4,200	0	4,200	PROFESSION TAX	200
GROSS EARNI	INGS		25,200	0	25,200	TOTAL DEDUCTIONS	2,000

NET PAY	23,200
(RUPEES TWENTY THREE THOUSAND TWO HUNDRED ONLY)	

SUMMARY OF TAX COMPUTATION AS PER NEW REGIME			
GROSS SALARY (EXCL. REIMBURSEMENT)	2,09,729	LOP DETAILS	LOP REVERSAL DETAILS
ADD : PERQUISITES AND OTHER INCOME	0		
LESS : EXEMPT REIMBURSEMENT	0		
LESS DEDUCTION U's 10	0		
LESS: DEDUCTION U/s 16 (STD.DEDUCTION)	75,000		
LESS: DEDUCTION U/s 24 (HOUSING LOSS)	0		
LESS: DEDUCTION U/s CHAPTER VIA	0		
NET TAXABLE INCOME	1,34,729		
TOTAL TAX PAYABLE	0		
TOTAL TAX RECOVERED (INCL. CURR MONTH)	0		
BALANCE TAX RECOVERABLE	0		

^{*}This is a system generated Payslip and does not require authentication.





05 June 2024

C08064160

Fathima Thahiba

Mehanaz Manzil, padangady post and village

Dear Fathima Thahiba,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12

Job Title - Packaged App Development Associate

Job Family Group - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to

- · Annexure 1 for the compensation and benefits details.
- · Annexure 2 for documentation to be submitted by you.
- · Annexure 3 for Remote working condition Declaration to be submitted by you.
- · Annexure 4 for declaration to be submitted by you.
- · Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: 1974

Dept. Of Information & Frigineering
Alva's Institute of Section 1 - 574 225
Mijar, MOODBIDRI - 574 225

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000/-.

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

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test/and/or any other verifications based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests/and/or any other verifications as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test/and/or any other verifications, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Fathima, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Naveen Shankar at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely.

(Laushani

Lakshmi C

Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature Halling Fathima Thahiba

Date Jun 6, 2024

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 32,555/-
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,655/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Total Cash Compensation Elements

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by	
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children		Company	
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company	
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company	
Future Service Liability	Self	Up to INR 20,00,000/-	Company	
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company	

- 1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000/- per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
- b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000/- and siblings up to INR 10,00,000/-. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to INR 30,00,000/-. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing allments. This is as per current arrangement with our Insurer and is subject to review from time to time
- c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under
- 10% of such claims for self, spouse /partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
- Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer
- Personal Accident coverage for self, up to three times your annual fixed compensation.

- a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
- 3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-
- a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
- 4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company
- #(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion
- ##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.
- 5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.
- *Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.
- 6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of INR 25,000/- in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of 12 months of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions, and on its discretion waive a recovery.

Please note:

 Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2,500/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- · Expenses towards movement of one vehicle including Road Tax / Octroi
- · Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one-time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company.

Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 2: REQUIRED DOCUMENTATION

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- · PAN card copy (mandatory to be submitted on day 1)
- · Document/s containing start date and end date of the last two employers
- · Copy of Degree/PG/Diploma (wherever applicable) certificates
- · Copy of all semester mark sheets (last semester mandatory)
- · Relieving Letters from previous employer
- · UAN Number and PF Statement for your last two employments before Accenture
- · Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
- · Experience Certificate from 2 previous employers (if relieving letters not submitted)
- · Passport copy , if available (if not please apply immediately)
- · Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

- · You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your NOTE assigned / tagged location [referred as your Accenture Base Location]
- · Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- · I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- Lagree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- · I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- · I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- · I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- · I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

ANNEXURE 4 DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

Fathima Thahiba

Date: Jun 6, 2024

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates, company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

accenture

ccenture Solutions Pvt	Ltd	Chillian School Service	
-	Payslip For S	EPTEMBER 2024	
Employee ID	13879988	Name	Fathima Thahiba
Bank	HDFC	Bank A/c No.	
DOJ	21/Aug/2024		50100737606421
PF No.		LOP Days	0
Location	MH/BAN/45665/1664825	STD Days	30
	Bengaluru	Worked Days	41
Department	ATCI	Management Level	12
Facility	Bengaluru - BDC14A	Entity	ATCI
PF – UAN	102095244502	•	

Earnings	Amount in Rs.	Deductions	Amount in Rs.
BASIC		PROVIDENT FUND	
BASIC ARREARS		PF ARREARS	1,800.00
HOUSE RENT ALLOWANCE		PROFESSIONAL TAX	639.00 200.00
HRA ARREARS		OFF CYCLE RECOVERY	8,084.00
ADHOC ALLOWANCE	4,283.00		0,004.00
ADHOC ALLOWANCE ARREAR	1,520.00		
MISCELLANEOUS ALLOWANCE	3,333.00		
MISCELLANEOUS ALLOWANCE ARREAR	1,183.00		
JOINING BONUS	25,000.00		
GROSS EARNINGS	65,803.00	GROSS DEDUCTIONS	10,723.00
	NET PAY	55,080.00	

^{**} This is a computer generated payslip and does not require signature and stamp.





INTERNSHIP OFFER LETTER

Date: 24/09/2024

ID: SCT/OCT24/0157

Dear Gary Richards R,

We are pleased to offer you the position of **Cyber Security Intern** at **SkillCraft Technology**. This is an educational internship. As a valued member of our team, you will have the opportunity to gain hands-on experience in this field.

The internship is scheduled to commence on the 1st October, 2024 and will conclude on the 31st October, 2024, resulting in a one-month duration for the program.

By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from SkillCraft Technology.

You also agree that you will follow all of the company's policies that apply to non-employee interns. This letter constitutes the complete understanding between you and the company regarding your internship and supersedes all prior discussions or agreements. This letter may only be modified by a written agreement signed by both of us.

We eagerly anticipate your commencement of the internship program at SkillCraft Technology and extend our best wishes for a prosperous experience.

Sincerely,

SkillCraft Technology

Dept. Of Information Science & Engineering Alva's Institute of Engy, & Technology Mijer, WOODBIDRI - 574 225









OSI Energy Automation India Private Limited Unit No. 29, Lower Ground Floor, 'Concourse ITPB, Whitefield Road, Bangalore - 560 066 Phone: 91 80 41265051 Fax: 91 80 41275051

31 July 2024

Ms. Keerthana G

C-5 Akash bavan Quarters, J P S Colony, Paper Town, Bhadravati shivamoga, Kamataka – 577302, India.

Dear Keerthana

We, OSI Energy Automation India Private Limited ("Company"), are pleased to offer you the position of Associate Field Support Engineer I subject to the terms set out herein. This agreement ("Employment Agreement") sets forth the terms of your employment with the Company. The Employment Agreement together with the attached appendices, Appendix A, "Description of Duties under the Employment Agreement" and Appendix B, "Compensation", which will form a legally binding agreement once signed by you and an authorized Company representative. The Employment Agreement supersedes all prior communication, written or otherwise, with respect to the terms of your employment with the Company.

The terms of this Employment Agreement are as follows:

CONTRACT OF EMPLOYMENT

The Employment Agreement is made and entered into between the Company, with its place of business at Office Unit No. 29, Lower Ground Floor, 'Concourse', ITPB, Whitefield Road, Bangalore - 560066, India, and S/O: Santosh Chourasiya, Pathak Ward Bharat Gas Ejensi K Pass, Bina Station Sagar, Madya Pradesh - 470113, India. ("you" or "your"). The Company and you shall hereinafter collectively be referred to as the "Parties" and individually as a "Party".

1. Commencement of Employment

Your employment with the Company shall be deemed to have been commenced from 29 Aug 2024 or such other date as may be notified to you by the Company in writing ("Effective Date"). On or before the Effective Date, you would be required to furnish copies of such documents and provide such information as are called upon by the Company. You understand that a complete, accurate, adequate, and truthful submission/disclosure of all documents/information is necessary for your successful onboarding with the Company.

2. Terms and Scope of Employment

- 2.1 Position: You will be employed in the position of Associate Field Support Engineer I. Your duties and responsibilities shall be such as may be notified by the Company or its duly authorised representative to you from time to time in accordance with the applicable laws and regulations of India and the Articles of Incorporation and bylaws of the Company during the tenure of your employment.
- Place of employment: Your place of work will be at Bangalore. In the event you have been instructed or allowed to work from a remote location or your home, your place of employment from the perspective of the applicable labour laws shall be deemed to be the aforementioned location, unless notified otherwise to you by the Company in writing. In such an instance, your employment terms will be governed by the Company's home worker policy, as may be

Dept. Of Information Stience & Engineers



- Probationary Period: Your appointment as a permanent employee of the Company shall be subject to completion of a satisfactory probationary period of 3 months, or such additional period as the Company may consider necessary, unless informed in writing otherwise. The decision of the Company in respect of confirmation of your employment with 2.3 the Company, extension of the period of probation or termination of your employment during or upon expiry of initial or extended probationary period, shall be final and shall not be subject to challenge.
- Reporting line: You shall work under the direction and control of Ashish Batra and shall report to him accordingly, 2.4 unless otherwise specified by the Company.
- Assignment of duties: Under the terms of this Employment Agreement and without the need to terminate the employment relationship or to enter into a new agreement, the Company may, at its discretion, assign you additional 2.5 tasks, to modify or remove your assigned duties, or to change the place of your employment without additional compensation to you.
- Transfer and travel: The Company reserves the right to transfer your services to any of its other branches /locations /departments /offices /sites/ affiliated companies or divisions of the Company either in India or abroad as it may deem 2.6 necessary, solely at the discretion of the Company and for such period that the Company deems appropriate.
- Transfer on account of certain corporate actions: Subject to the applicable laws, the Company also reserves the right to transfer your services under substantially the same terms and conditions contained herein, to any successor-in-2.7 interest by virtue of any corporate restructuring, amalgamation, takeover, or merger by or of the Company. The Company shall notify you of such change in the structure of the Company, as per the applicable law.
- Background verification: You agree and consent to the Company conducting certain background checks to verify and authenticate information received from you during your onboarding process or at any point of time during your 2.8 employment tenure with the Company. Continuity of your employment shall be subject to you having provided the Company with authentic data and information in course of the background checks. Your services shall be liable to be terminated with immediate effect should it be discovered by the Company that any information or data shared by you with the Company, had been obtained fraudulently or through misrepresentation.
- Personal information: You agree and consent to the Company using, storing, and transferring your personal information or sensitive data, as required for the business of the Company or for the purposes of your employment. 2.9 You also agree to comply with the Company's data privacy policy, the Aspen Technology Employee Data Privacy Policy v3.0, which may be amended from time to time at the Company's discretion.
- No simultaneous engagement or conflict of interest: You shall be a full-time employee of the Company and will devote your professional skills and energies entirely towards the conduct of your duties under your employment with the 2.10 Company. You undertake to always act faithfully, diligently, in good faith and in the best interests of the Company and will not do anything which will or is likely to jeopardise the interests, goodwill and reputation of the Company. During your employment with the Company, you shall not simultaneously engage yourself in any other employment, business, or professional activity, whether part-time or full-time, with or without compensation, directly or indirectly, without prior written consent of the Company.
- Asset management: You will be responsible for keeping safe and in good condition and will truly and faithfully account for and deliver to the Company, all Company material entrusted to you, including, but not limited to, all monies, 2.11 securities, cellular phones, laptop, car and other equipment and other property belonging to the Company which you may receive for, from or on account of the Company ("Company Property"). In the event of any damage or loss to the Company Property entrusted to you, you shall be liable for the same and the Company reserves the right to deduct



the cost of such articles from your compensation or take such other action that it may deem appropriate.

Non-disparagement: You shall not make or induce any other person to make derogatory or disparaging statements (whether or not you believe the statements to be true) of any kind to any person whatsoever including on social media so far as such statements relate to the Company, its officers, employees, clients, or agents, and may have the potential of causing damage to their interests or reputation. This obligation shall remain operative during and after the term of your employment.

The term "social media" shall include social networking sites such as Twitter, Facebook, LinkedIn, WhatsApp, and other online forums that permit users to share information with others in a contemporaneous manner.

- 2.13 Compliance with applicable policies: You will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified, or omitted by the Company from time to time which shall be binding on you as though it was incorporated in the Employment Agreement.
- 2.14 <u>Compliance with applicable laws</u>: You will also be governed by laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

3. Compensation and Benefits

- 3.1 Compensation: Your fixed salary will be INR 352,900.00 (INR Three Lakhs Fifty-Two Thousand Nine Hundred) per annum, payable in monthly arrears by the 25th day of every month, subject to any deduction including without limitation, the usual deductions for tax and social security contribution at the rate prescribed by applicable law. Detailed break up of your compensation including fixed salary is set out in Appendix B to this Employment Agreement and shall be in consideration for all services rendered by you under this Employment Agreement. The compensation may be amended from time to time by the Company at its sole discretion. In addition to the salary as specified above, you may be eligible for a variable pay i.e., discretionary annual bonus based on your performance, the Company's performance and such other factors as the Company may specify from time to time.
- 3.2 <u>Deductions:</u> The Company reserves the right to deduct from your salary any sums which you may owe to the Company or be liable to the Company including, without limitation, any overpayments, loans, or advances made to you by the Company.
- Payment of incentives and discretionary payments: The payment of any bonus, royalty, commission, or incentive (whether in cash or in other form and by whatever name called) shall be at the absolute discretion of the Company. Some of these payments, such as performance bonus, may be contingent upon your performance and / or the performance of the Company. The Company shall not justify any legal claim on your part or your legal representatives, even if such payment was made repeatedly and without any express reservation as to its voluntary nature. For the avoidance of doubt, it is also clarified that in order to qualify for any such payments, you must be an active employee i.e., not working under notice of termination or resignation on the day when the Company disburses the variable bonus amount.
- 3.4 <u>Tax filings</u>: The responsibility for making the requisite income tax filings and responding to any queries and questions from the Indian tax authorities shall vest solely with you and the Company will not be responsible for any tax filings in respect of your income in India/ or elsewhere.
- Other benefits: Any benefits which may from time to time be provided by the Company to you which are not expressly referred to in this Employment Agreement shall be provided at the entire discretion of the Company and, unless so agreed in writing, shall not form part of your terms and conditions of employment.



- 3.6 Review of Compensation: The Company may, solely at its discretion, review your compensation package from time to time. Any increments paid to you in a particular financial year shall be contingent on various factors, including but not limited to the Company's assessment of your performance in that financial year. Further, you acknowledge that the payment of increments in a given financial year will be the prerogative of the Company and shall not be claimed by you as a matter of right.
- 3.7 <u>Confidentiality of employment terms</u>: Your terms of employment and compensation are strictly confidential, and you shall not divulge the same to any other employee of the Company except where required by Company policy/protocol.

4. Leave and Holiday Entitlement

EARNED LEAVE

- 4.1 You will be entitled to 18 days paid leaves in a year for 1st -20th year of service time and 25 days paid earned leaves in a year for 20th year and above of service time.
- 4.2 Earned leaves shall be pro-rated basis the date of your joining during the year.
- 4.3 Prior approval of your manager will be required to avail earned leaves. If business exigencies require a change in the leave plan, your manager / team leader will have the discretion to ask you to change the leave date(s).
- 4.4 The unused earned leaves will be accumulated, subject to a maximum of 45 days. Accrued but unused earned leaves beyond the accrual limit of 45 days will lapse automatically at the beginning of the next year without any cashout/payment.
- 4.5 If there are any unutilised earned leaves at the time of your separation, encashment of the same will be computed basis your last drawn basic salary. Any entitlement towards leave encashment remains subject to any recoveries to be made from you on account of any payables, losses, damage, or such other similar circumstance.

SICK LEAVE

- You will be entitled to 12 days sick leaves in a year. These will be credited in advance at the beginning of the year except during your joining year when sick leaves will be credited on a pro-rata basis, from the first month of your joining.
- 4.7 In case you avail 3 or more sick leaves in one go, upon resumption of work, you will be required to submit a supporting medical certificate for such absence.
- 4.8 Sick leaves not availed during the year by you will automatically lapse at the beginning of the next year without any cash-out/payment and will not be carried forward to the subsequent year.

FESTIVAL AND PUBLIC HOLIDAYS

You shall be entitled to paid festival/ public holidays in a year. Please refer to the Benefits Guide available on the Company's HR portal for the list of such holidays.



MATERNITY LEAVE AND BENEFITS [for female employees]

4.10 You shall be entitled to maternity leave and benefits as outlined in the Benefits Guide available on the Company's HR portal.

5. Hours and Business Travel

- The working hours under the Employment Agreement will be 40 hours per week, and the Company's business day is generally from 0900 hrs to 1800 hrs inclusive of a 1 hr lunch break. Having said that, the Company may call upon you to work for any additional time in the course of the week depending on its business exigencies / requirements, subject to compliance with the applicable laws and any policies framed by the Company in this regard.
- Your duties may require you to engage in travel on behalf of the Company, and to work any additional hours required by the nature of the business of the Company.
- Business travel and assignments outside of India will be notified to you in advance, but you agree that you will not refuse such travel and assignments without imperative reasons.

6. Professional Expenses

Any reasonable and necessary professional expenses incurred by you in the course of your employment with the Company and in furtherance of the Company's business, will be reimbursed to you in accordance with the standard policies of the Company, in effect from time to time, upon presentation of documentary evidence acceptable to the Company.

7. Medical Fitness and Disability

- The continuation of your employment is subject to you remaining medically fit and capable to perform the duties and responsibilities assigned by the Company. You will notify the Company immediately of any incapacitation leading to temporary absence from work, and its probable cause and duration, and will provide any other details as may be required by the Company. You also agree to undergo appropriate medical examination or consultation as may be requested by the Company.
- 5.2 Should you come to know that you have contracted any infectious or contagious disease, you shall immediately notify your reporting manager of such occurrence and shall thereafter act in accordance with the instructions of such reporting manager.

8. Cessation of Employment

- 8.1 <u>Death</u>: The Employment Agreement shall terminate immediately upon your death and your legal heirs / nominees shall be entitled to receive any outstanding amounts that would be payable to you up to the date of your death.
- Absenteeism: If you are unable for a period of more than 6 (six) months (whether consecutive or not) during any 12 (twelve) months period to perform your duties under the Employment Agreement on substantially a full-time basis, for any reason whatsoever, medical or otherwise, the Company may, at its option, terminate your employment upon not less than 1 (one) month's written notice or fixed salary in lieu of such notice. In the event of such termination, you shall be entitled to receive any outstanding amounts, that would be payable to you up to the date of termination. Further, the Company reserves the right to terminate your employment without notice if you are absent from work for a period



of more than 10 (ten) days without the prior approval of the Company.

- Retirement: You shall automatically retire from the Company on attaining the age of 60 years and the Employment Agreement shall terminate thereafter. In accordance with applicable law, the Company may subject to discussion with you and your acceptance in this regard, extend the term of your appointment under this Employment Agreement 8.3 beyond the age of 60 years for such period as may be mutually agreed between the Parties.
- Termination with Cause: The Company may, at any time during the term of this Employment Agreement terminate your employment immediately without any notice, if a Cause has been established against you. 1 For purposes of this 8.4 Employment Agreement, the term "Cause" shall mean, but shall not be limited to:
 - any material breach by you, of the provisions of this Employment Agreement and such material breach or failure not having been remedied within 15 (fifteen) days upon receipt of a notice in writing thereof being given 8.4.1 to you by the Company.
 - repeated violation by you, of any of the work rules or policies of the Company, fraud, theft, or gross malfeasance, misconduct on your part, including, without limitation, conduct of a felonious or criminal nature, 8.4.2 conduct involving moral turpitude, gross negligence, corruption, forgery, embezzlement, or misappropriation of assets of the Company.
 - harassment of any kind, including sexual harassment, committed against any person (including a third party) 8.4.3 in the course of employment, at the Company's workplace, or during any online interaction through virtual means of communication.
 - any wilful act or omission on your part that adversely impacts (financial or otherwise) the business or 8.4.4 reputation of the Company or its affiliates; and
 - application filed and admitted of any bankruptcy / insolvency proceedings against you. 8.4.5
- Termination during probationary period: During the probationary period as set out in Clause 2.3 above, either Party 8.5 may terminate this Employment Agreement by providing 2 weeks' advance notice in writing. However, the Company may at its sole discretion waive such notice requirement, partly or in full and shall pay to you the fixed salary for the notice period served and / or waived off, as the case may be.
- Termination without Cause / resignation: Notwithstanding the above, your employment hereunder may be terminated 8.6 by the Company at any time during the term of this Employment Agreement; provided that the Company shall serve at least 1 month advance written notice of termination of your employment or pay fixed salary in lieu of such notice. to you. You may resign by serving 1 month prior written notice to the Company. In the event you choose to resign from the services of the Company under this clause, but fail to serve the notice period provided herein, the Company has the right to require you to pay an amount equal to 1 month fixed salary or such part of the fixed salary in lieu of the notice period not served by you. However, the Company may, at its sole discretion, waive such notice requirement, partly or in full and shall pay to you the fixed salary for the notice period served and/or waived off, as the case maybe.
- Continuing liabilities/obligations: The termination of this Employment Agreement for any reason whatsoever shall not 8.7 release you from any liabilities or obligations set forth in this Employment Agreement, which: (i) you have expressly agreed shall survive any such termination, or (ii) remain to be performed or by their nature would be intended to be applicable following any such termination.



- Return of property: Immediately on cessation of your employment, you shall return to the Company the Company Property, including all documents and any copies thereof in whatever form those copies may be made, whether on paper, tape, computer disc or otherwise. If you hold any information on any equipment which you own, you shall forthwith copy that information onto an appropriate medium, supply that copy and any other copies in your possession to the Company and then delete such information from all equipment in your possession. Without prejudice to any other right available under law, the Company reserves the right to make reasonable deductions from your final salary payment or any other amount due to you should you fail to return all the Company Property in your possession, or return it in a damaged state, other than due to normal wear and tear.
 - 8.9 Garden leave: During your notice period, the Company may require you to remain on garden leave. In that event, the Company will not be obliged to provide you with any work. Further, during such garden leave, you may be required to (i) not visit or attend Company's office or premises for any reason, and / or (ii) not communicate with any of the Company's officers, employees, clients, customers, vendors and / or agents, unless otherwise communicated by the Company in writing.
 - 9. Proprietary and Confidential Information, Non-Competition and Non-Solicitation
 - 9.1 During your employment with the Company, you will be privy to a significant amount of information which is proprietary and confidential to the Company. In order to safeguard such information, you agree to execute a 'Proprietary and Confidential Information, Non-Competition, and Non-Solicitation Agreement' as a pre-condition to commencement of your employment with the Company.
 - 10. Anti-Graft

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- During the period that you are employed with the Company, you shall not, either on behalf of the Company or in the pretext thereof, offer any Government Officer any consideration for the performance of any assessment or decision that may be favourable to the Company, other than the legally acceptable, official and Company approved consideration. The Company follows a zero-tolerance policy towards corrupt practices, and you shall strictly abide by the provisions of this clause. The Company treats any violation of this clause very seriously and shall take strict action including and up to termination of employment.
 - For the purposes of this clause, "Government Officer" includes any person working in or acting on behalf of any person working in any organisation that is part of a Government of any country or which is wholly or partially controlled by such Government, or which exercises any quasi-government function.
- During the period that you are employed with the Company, you shall not, either while acting on behalf of the Company or in the pretext thereof, accept from any person or entity, any consideration for any assessment or decision may be favourable to that person or entity. Such consideration shall include any item or conduct that may be of value such as a gift, bribe, payment, performance, favour, etc. You shall, at all times, during your employment with the Company be governed by the Company's Code of Business Conduct and Ethics.
- 11. Continued Assistance in Litigation and Other Proceedings
- You shall upon reasonable notice, furnish such information that you may be privy to and render such assistance and co-operation to the Company, whether at its expense or otherwise, as it may reasonably require in connection with any litigation or other proceedings in which it is, or may become, a party either during or after cessation of your employment, such litigation or proceedings having arisen out of any matter to which you have been privy to.



12.

Without prejudice to any other right available to the Company in law or under equity, you shall be liable to compensate and indemnify, defend and hold harmless the Company, its affiliates, their directors, shareholders, officers and employees, from and against any losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, assessments, interest, penalties and other costs or expenses (including, without limitation, 12.1 reasonable attorneys' fees and expenses) arising out of or in connection with the breach or alleged breach of your representations, warranties and/or covenants under this Employment Agreement and applicable law. The Company shall be entitled to defend itself pursuant to this clause at your cost.

Severability 13.

The Parties mutually agree that the provisions of this Employment Agreement are severable, and if any one provision is found to be unenforceable in whole or in part, the remainder of the Employment Agreement will remain valid and 13.1 enforceable.

Successors and Assigns 14.

The Parties agree that the Company has the right to assign this Employment Agreement to any of its parent, subsidiaries, subdivisions, and affiliates to the fullest extent permitted by law. Upon such assignment or succession, it 14.1 is agreed that all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. Having said that, this Employment Agreement is personal to you and will not be assigned by you.

Notice under the Employment Agreement 15.

- Any amendment, notice, or other communication under this Employment Agreement shall be sent by personal delivery or courier or email or by registered mail (a) to you, at your last recorded residential and personal email address with 15.1 the Company; and (b) to the Company, at the Company's principal place of business with a copy to kavitha.ramaiah@aspentech.com.
- All notices and other communications required or permitted under this Employment Agreement will: (a) if delivered 15.2 personally or by courier, be deemed given upon delivery or when delivery is refused; and (b) if delivered by email, be deemed given when electronically confirmed.
- The Parties mutually agree to make every reasonable effort and accommodation required for the timely receipt of 15.3 notices required under this Employment Agreement.

Choice of Law 16.

This Employment Agreement is to be governed and construed in accordance with the laws of India and subject to the 16.1 iurisdiction of competent courts at Bangalore.

17. **Amendments**

No change, modification, or termination of any of the terms, provisions, or conditions of this Employment Agreement 17.1 shall be effective unless made in writing and signed or initialled by all signatories to this Employment Agreement

Survival 18.

The termination of this Employment Agreement shall in no event terminate or prejudice: (i) any right or obligation 18.1



arising out of or accruing under this Employment Agreement attributable to events or circumstances occurring prior to such termination; (ii) any provision which by its nature is intended to survive termination, including the provisions of Clause 9 (Conflict of Interest, Confidential Information, and Intellectual Property), Clause 10 (Non-Solicitation and Non-Compete). Clause 17 (Notice under the Employment Agreement) and Clause 18 (Choice of Law).

19. Counterparts

This Employment Agreement may be executed in any number of counterparts, each of which shall be deemed to be an original as against any Party whose signature appears thereon, and all of such shall together constitute one and the same instrument. This Employment Agreement shall become binding when one or more counterparts hereof, the same instrument. This Employment Agreement shall become binding when one or more counterparts hereof, the individually or taken together, shall bear the signatures of all the Parties reflected hereon as the signatories. The delivery of signed counterparts by electronic mail in "portable document format" (".pdf") or ".JPEG" format shall be as effective as signing and delivering the counterpart in person.

This Employment Agreement will remain valid until it is terminated in accordance with the provisions of this Employment Agreement.

The Parties asknowledge and agree that the foregoing accurately describes the relationship that you are willing to enter with time Company and Parties agree that this Employment Agreement is fair and reasonable. The Parties also record their understanding as to the language in which this Employment Agreement has been drafted (i.e., English). Any other matter not provided for in this Employment Agreement shall be governed by the applicable laws of India.

We are pleased that you are interested in the Company, and we all look forward to working with you. We believe that you will find the Company a truly exciting and fulfilling place to work.

For and on behalf of OSI Energy Automation India Private Limited

Lavillea Ramaiale

By: Kavitha Ramaiah

Title: Sr Human Resources Manager

AGREED AND EXECUTED

Keerthana G

31 July 2024



APPENDIX A

DESCRIPTION OF DUTIES UNDER THE EMPLOYMENT AGREEMENT

Associate Field Support Engineer I

- AMC activities at Customer site.
- Troubleshoot, resolve, or escalate, and document customer incidents in a timely, efficient and professional manner according to contract maintenance and warrant.
- Document all customer interaction.
- Actively contribute ideas for better customer service and continuously improve the quality of service provided.
- Show a passion for continued learning, stay abreast of new technology and trends.
- Work with other technical teams for inputs and their support in day-to-day activities.

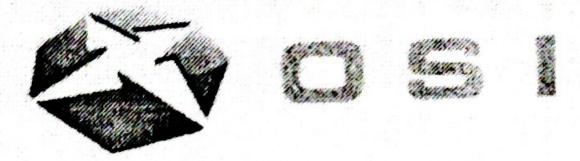


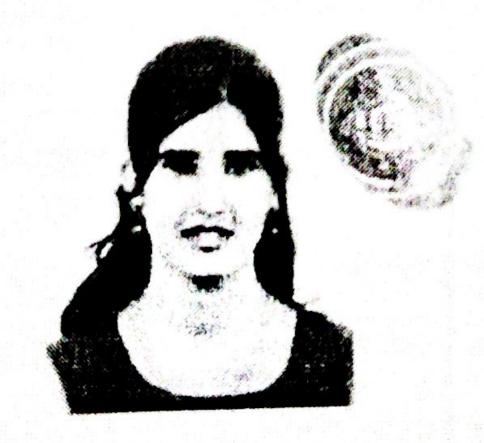
APPENDIX B

COMPENSATION

Salary Break Up	Amount in INR	
Jaiary Dieak Op	Per Annum	Per Month
Basic Salary	2,02,308.00	16,859.00
	80,923.00	6,744.00
House Rent Allowance	0.00	0.00
Transportation & Parking Allowance	0.00	0.00
Medical Reimbursement	0.00	0.00
Professional Development Allowance	0.00	0.00
Telephone (Mobile & Fixed Phone) Allowance	0.00	0.00
Broadband & Wireless Internet Allowance	0.00	0.00
Leave Travel Allowance		1,405.00
Statutory Bonus	16,860.00	2,602.00
Special Allowance	31,209.00	A CONTRACTOR OF THE PARTY OF TH
Total Gross Annual Cash Compensation	3,31,300.00	27,610.00
Company's contribution to PF *	21,600.00	1,800.00
Total Gross Salary	3,52,900.00	29,410.00

 Company's contribution to Provident fund (PF) is limited to 12% of actual Basic or 12% of INR 15,000 (per month) whichever is less.





Keerthana G Employee ID - 26085



Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo Bunder Mumbai 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

2308204/ ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Ms. Madhu M,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of Associate Software Engineer at Band U and Sub Band U1 in our Organization provided:

- ð You are being medically fit.
- You have completed your qualifying academic course with a minimum score of 70% or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- 5 You will be under probation for a period of 6 (Six) months from the date of joining.
- You will be eligible for an Annual Salary package of INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand). Please refer to Annexure A for breakup of your intended Annual Salary package.
- ô In addition, you will also be entitled for a one-time settlement Allowance not exceeding INR 15,000, (Indian Rupees Fifteen Thousand Only) if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only) as liquidated damages to Tech Mahindra.
- 5 You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Dept. Of Information Science & Englishering
Alva's Institute of Engg. & Ferningstagy
Mijar, MOODBIDRI - 574 225



Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo Bunder Mumbai 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

Annexure - A

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	111397
HRA (@70% of Basic Pay)	77978
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13368
Flexible Components of TFP ^	27750
Total Fixed Pay (Per Annum)	278493
Total Variable Pay (TVP) (Per Annum) (*)	30944
Total (A)	309437
Additional Benefits (B)	15563
Gratuity	5359
Insurance Premiums (towards GTLI, GMIP and GPAI)	10204
Total Cost to Company (Per Annum)(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination below, subject to the individual maximum limits as mentioned against each of taxable amount under Additional Personal Pay.	

 LTA
 12000

 Meal Card (Max INR. 2200 per month)
 26400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits: In addition to the above, you will also be eligible for the below-mentioned benefits -

- i) Gratuity: As per Payment of Gratuity Act
- ii) Insurance
- a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate
- b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs.
- c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.



Employment Offer Letter

Name: Meghana K

Date: 27/08/2024

Dear Meghana K

We are pleased to offer you the position of Trainee Software Engineer with Esyasoft Technologies Pvt. Ltd.

Your stipend will be Rs.20,000 /-Per month (Rupees Twenty Thousand Only) for the tenure of 6 months, on your satisfactory performance your stipend shall be converted to salary of Rs.3,60,000/-per annum (Rupees Three Lakh sixty Thousand only) with the other benefits the total cost to company CTC will be Rs,4,05,828 /- per annum (Rupees Four Lakh Five thousand eight hundred and twenty eight only)

You will be signing an employment bond for 2 years, during this tenure if you wish to withdraw any of the agreed-upon terms and conditions mentioned in the bond, you are liable to pay the company Rs. 1,00,000 (Rupees One lakh Only) before relieving from the organization.

You will undergo training in Manipal for a period of three and half months. Upon successful completion of this training and based on your performance, you will be assigned to a position within the Esyasoft Group entities.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e.,02/09/2024. Please contact us immediately if you require an alternative joining date.

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

- A. Respond via email by signing and returning the Scan copy of the offer letter to pooja.nagesh@esyasoft.com & varsha.parthasarathy@esyasoft.com
- B. Reporting Location –1st September in Mangalore
- C. Job Location -Bangalore

Dept. Of Information Science & Engineering Stra's Institute of Engg. & Technology Miljar, MOODSIDIR - 574428



Condition to Hire

- Confirmation of Date of Joining.
- Satisfactory background verification.

We are positive that you will find Esyasoft Technologies an exciting place to develop and advance your career and contribute to the development of the organization.

Welcoming you to Esya.

Yours Sincerely,

For Esyasoft Technologies Pvt. Ltd

Authorized Signatory

MEGHANA K Employee Name



Annexure I

Component	Amount(Per Annum)	Amount (Monthly)	
Basic Salary	180000	15000	
HRA	72000	6000	
Transport Allowance	19200	1600	
Medical Reimbursement	15000	1250	
LTA	9000	750	
Special Allowance	43200	3600	
Gross-Part A	338400	28200	
Employer PF contribution -Part B	21600	1800	
Total Fixed CTC (A+B)	360000	30000	
Variable Pay	-		
Medical Insurance	45828	3819	
Benefits -Part C	45828	3819	
Total Cost to Company (A+B+C)	405828	33819	
Provident Fund (Employee)	21600	1800	
PT	2400	200	
TDS (Based on the IT declaration submitted upon joining)	•	-	
Total Deductions-Part D	24000	2000	
Net Pay (A- D)	314400	26200	



Authorized Signatory

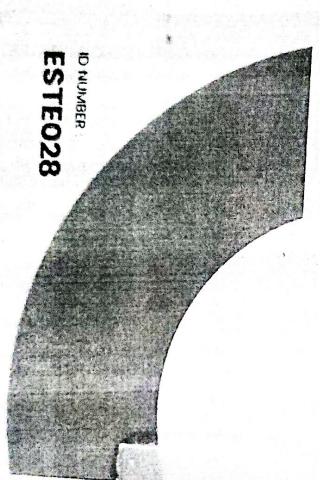
Employee Signature

Karnataka, India, Tel: +080-46894999 email: contactus@esyasoft.com, www.esyasoft.com

CIN: U72200KA2014PTC074366



Meghana K





Business Unit	Document Ref. No.	Rev. No.	Effective Date	Page No.
President Office	FM-DIV05-HRP-0003	00	16 th August 2019	Page 1 of 1

STANDARD ARABIA INSPECTION CO. LTD.

OFFER LETTER

September 9, 2024,

Letter No: SAICL-OFR-24-0366

Dear Mr. Mohammed Firoz

Email: mohammedfiroz8789(a)gmail.com

Contact No. +91 9901496457

Passport Number:

We are pleased to present our offer for your employment at Standard Arabia Inspection Co. Ltd. You may join as soon as the formalities with your current company have been completed.

Your compensation package will include the following:

Visa Status	Permanent Visa
Contract Status	Single
Position / Title	IT and Software engineer
Department / Division	IT
Basic Salary Per Month	SAR 1,800.00
Food Allowance	SAR 400.00
Transportation	Will be provided by Standard Arabia
Accommodation	Will be provided by Standard Arabia
Medical and Insurance	Will be provided by Standard Arabia
Working Hours	8 hours 30 Minutes
Net Salary	SAR 2,200.00
Contract Duration	2 years from the date of joining
Vacation	30 days upon completion of 1-year service.
Probation	3 months from date of joining(after training).

Notes:

2-3 months training will be provided in Bhopal, India.

During Training, Salary will be INR 20,000 + Accommodation and transportation to and from to Bhopal will be provided by company.

General Terms:

1. Start of work will be effective upon assumption of duty.

2. Duties and responsibilities will be as per Job Description.

3. Contract may terminate without any notice in cases stipulated in Article 80 of the Saudi Labor

Please confirm your acceptance to this offer by signing and returning this letter to us by September 15, 2024.

Best Regards,

ALLS. AL-SHAMMARI

PRESIDENT

ACKNOWLEDGEMENT: I agree to terms and accept this offer of employment.

Name: MOHAMMED FIROZ Signature:

Dato: 12-09-2024

FM-DIV05-HRP-0003

Rev. 00 / 16th August 2019

Page 1 of 1

Dept. Of Information Science & Engineering Alva's histillate of Eng. J. & Technology Mijar, MOODBIDRI - 574 225



Sosuv Consulting Private Limited

IndiQube Aura, Ibis Hotel Bommanahalli, Bengaluru, Karnataka, 560034

Tel: +91 8046872417

Email: info@sosuvconsulting.com

OFFER LETTER

Dear Mohammed Sufiyan,

Thank you for exploring career opportunities with Sosuv Consulting. You have completed our selection process, and we are pleased to extend an offer of employment.

Effective Date: On or before July 27th,2024

This offer is based on your profile, relevant work experience and performance in the selection process.

The main terms and conditions of your employment will be as follows:

1. Job Title

Your job title is "Software Engineer". We are excited about the potential you will bring to the organisation. Work from our Bangalore office.

2. Remuneration

You will receive a total compensation package of INR 5,00,000/- (INR Five Lakhs Only). The breakup of the compensation and benefits applicable to you is as per Annexure I.

3. Bonus

You may be eligible for consideration for a discretionary bonus based on your performance, the firm's results, the overall industry performance and subject to the discretion of the company's directors. The discretionary bonus would be paid on your start date anniversary and if you are still in the Company's employment at the time and not tendered your resignation.

4. Probationary Period

The appointment is subject to a 3 months probationary period, during which time it may be terminated by either party by giving 1 week's notice in writing.

5. Other Benefits

Health Insurance: We offer a comprehensive health insurance plan of up to 5 lakhs for all our employees and their dependents (Father, Mother, Spouse and Children). Policy details will be shared with you at the time of onboarding.

Free Food: We provide all employees with free one-time lunch/dinner per their work schedule.

6. Annual Leave

You will be entitled to 20 planned annual leaves plus any service-related leave you have accrued in your role. Leave must be taken per Company policy.

7. Termination of Employment

By either party giving two (2) months' notice in writing.

Your employment may be terminated by the Company without notice or payment in lieu of notice should one or more of the following events occur:

You wilfully disobey a lawful and reasonable order.

You are found to be guilty of grave misconduct or wilful neglect in the discharge of your duties.

You commit a material breach of the Company's policies;

You are found to be guilty of fraud or dishonesty;

You are convicted of any criminal offence other than one that, in the reasonable opinion of the the company does not affect your appointment and discharge of duties.

8. Garden Leave

In the event of termination by notice given by either party, you may, at the Company's option, be required to cease to render all or some of your duties and to remain away from the Company's premises and not work for anyone else, during all or part of the notice period. Salary and contractual benefits will continue to be payable until the end of employment. During any such period, you will remain bound by all of the express and implied obligations arising from your employment with the Company, including the obligations of good faith.

9. Stand Down

Nothing in this letter obliges the Company to use your services, and the Company can request that you not attend the Company's premises at any time. Salary and contractual benefits shall continue to be payable in this event, and you will continue to be bound by your obligations as an employee.

10. Employee Handbook

You acknowledge and agree that the relevant sections of the Company's Employee Handbook will apply to you (and your employment) in addition to the terms and conditions stated in this letter. However, the Employee Handbook will not form part of this contract.

11. Travel, transfer and secondment

You may be required to occasionally travel both inside and outside India on the Company's business. You acknowledge and agree that you may, from time to time, be required by the Company to be transferred or seconded to any other Group Company as and when circumstances require. We confirm that any such secondment or transfer will be by mutual agreement, including relocation costs per the Company policy, and will not affect your period of continuous employment with the Company.

12. Client Interest

You shall not during your employment or for 24 months after the date of cessation of your employment ("Restraint Period"), either on your account or in conjunction with or on behalf of any person seeking any job opportunity with our clients without prior consent with the Company. Failure to comply may lead to legal action.

13. Confidentiality Of Documents

You shall not at any time, either during the continuance of or after the cessation of your employment with the Company, use, disclose or communicate to any person or entity whatsoever (other than (a) those who are employees, contractors or advisors of the Company or any other Group Company whose business it is to know the same; (b) with the prior written approval of the Company; or (c) as required by law any Confidential Information which you may have acquired or obtained in the course of employment. This undertaking will apply until such information comes into the public domain, other than by reason for any breach of this undertaking. Any trade secrets or confidential information (which may include commercially sensitive information) important to and relating to this business of the Company or any other Group Company or any clients, employees, consultants or officers hereof or their affairs and which includes but is not limited to customer lists or requirements, price lists or pricing structures, marketing and sales information, business plans or dealings, financial information and plans, designs, formulae, product lines, services research activities, Intellectual Property (as defined below, concepts, ideas, suggestions and other intellectual inputs received or contributed in the course of your employment, any documents marked "confidential" (or similar expression), or any information which you have been told is of a confidential nature or which might reasonably be expected by the Company or any other Group Company to be regarded as confidential, or any information which has been given to the Company or any other Group Company in confidence. The provisions of the clause shall survive the termination of this agreement for whatever reason.

14. Intellectual Property

If at any time in the course of, or in connection with, your employment, you make or discover or participate in the making or discovery of any Intellectual property directly or indirectly relating to or capable of being used in the business carried on by the Company or by any other Group Company, the Intellectual Property shall be the absolute property of the Company and full details of the same shall immediately be disclosed in writing by you to the Company. At the request and expense of the Company, you shall give and supply all such information, data, drawings and assistance as may be necessary or, in the opinion of the Company, desirable to enable the Company to exploit the Intellectual Property in such parts of the world as may be specified by the Company and for vesting the same in the Company or as it may direct. The obligations set out in this clause shall survive the termination of your employment for whatever reason.

You agree and undertake that any Intellectual Property made or discovered by you during your employment shall not infringe any rights of any third party (including but not limited to contractual or intellectual property rights) or put the Company or the Group into disrepute, and shall be original.

The Intellectual Property includes all intellectual and industrial property and all rights therein, including, without limiting the generality of the foregoing, all inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trademarks, trade names, websites, Internet domain names, logos, artwork, slogans, know-how, technical information, trade secrets, processes, designs (whether or not registerable and whether or not design rights subsisting in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials there for), and all works protected by rights or forms of protection of a similar nature of having equivalent effect anywhere in the world.

15. Return of Property

Upon the termination of your employment with the Company, you must immediately deliver and return to the Company and its authorised representative all materials/property in any form whatsoever which may be in your possession, custody or control which are the property of the Company or the Group or which contain any information obtained by you in the course of your employment and which relates to the affairs of the Company or the Group or any of their clients.

16. Variation of Terms

You agree that the Company reserves the right to vary any of the terms and conditions of your employment at any time in its reasonable discretion.

17. Onsite Working

You will be expected to work from our Office in Bangalore, India. However, in certain circumstances, remote work may be permitted, but the company reserves the right to revoke remote work if there is a project requirement or productivity issues.

18. Commitment to the Employer

You are expected to devote your whole time and attention to the employer's best interests during your working hours. You must not work for another employer or be concerned in, or carry on or engage in, any other profession or business or trade or carry out work on any other basis during the term of the Contract whether in or out of your normal working hours, without the Employer's written permission. You agree you have no outstanding agreement or obligation that conflicts with any of the provisions of this contract or that would preclude you from complying with the provisions hereof. You further agree that you will not enter into any such conflicting agreement during the term of the employment for personal gain.

19. Background Reference Check

By accepting this offer, you authorise the Company to thoroughly investigate your educational background, employment history, criminal record, credit checks, and other relevant information. The Company may conduct this background check before your joining date or later. To avoid potential issues, you must provide accurate and truthful information during the background check process. If there are any inconsistencies or misrepresentations, it may result in withdrawing this offer or terminating employment.

20. General

This letter and the documents and policies referred to constitute the entire agreement between the Company and you. They shall be in substitution for any subsisting agreement, service agreement or contract of employment (oral or written) made by the Company and you about your employment. You warrant and agree that you are not entering into the contract in reliance on any representation not expressly set out in this letter. If any provision or part of this letter or clause hereof is determined to be illegal or unenforceable, each of the remaining provisions within that clause and the remainder of this letter will be severable and enforced in accordance with its terms. Where there is any inconsistency between this letter and any documents and policies referred to therein, this letter will prevail.

The terms and conditions set out herein will be governed by and construed per the laws of India. The Company and you agree to submit to the non-exclusive jurisdiction of the India courts and Labor Tribunal regarding any claim or matter arising under this letter or your employment with the Company.

Acceptance

If you agree and accept the above terms and conditions, please sign the offer letter digitally.

Mandeep Singh Allagh

Chief People Officer

For and on behalf of Sosuv Consulting Private Limited

I hereby agree and accept the terms and conditions as set out above:

Name: Mohammed Sufiyan

Date: 27/07/2024

Annexure I

Compensation Heads	Amount
1. Basic	8,667/-
2. HRA	6,667/-
3. Telephone & Internet	4,000/-
4. Special Allowance	4,199/-
5. PF (Employer's Contribution)	1,800/-
6. Gross per month	39,666/-
7. Gross per annum	5,00,000/-



TECH mahindra

Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo Bunder Mumbai 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

21-May-2024

2308207/ ELTP-CAMPUS / 2024

Subject: Letter of Intent

Dear Ms. Nesara S Gowda,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You are being medically fit.
- O You have completed your qualifying academic course with a minimum score of 70% or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- o You will be under probation for a period of 6 (Six) months from the date of joining.
- You will be eligible for an Annual Salary package of INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand). Please refer to Annexure - A for breakup of your intended Annual Salary package.
- In addition, you will also be entitled for a one-time settlement Allowance not exceeding INR 15,000, (Indian Rupees Fifteen Thousand Only) if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only) as liquidated damages to Tech Mahindra.
- O You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Dept. Of Information Science & Engineering
Alva's Institute of Engg. & Technology
Mijer, MOODBIDRI - 574 225



Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo Bunder Mumbai 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on CampusJoining@techmahindra.com

This Letter of Intent shall cease to be valid on 31-Oct-24 or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Krishna Ramaswamy

R. Krishna

Head - Resource Management Group



Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo Bunder Mumbai 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

Annexure - A

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
	111397
Basic (@40% of Total Fixed Pay)	77978
HRA (@70% of Basic Pay)	48000
Bonus/Statutory Bonus	
Employer's contribution to Provident Fund (@12% of Basic Pay)	13368
Flexible Components of TFP ^	27750
Total Fixed Pay (Per Annum)	278493
Total Variable Pay (TVP) (Per Annum) (*)	30944
Total (A)	309437
Additional Benefits (B)	15563
Gratuity	5359
Insurance Premiums (towards GTLI, GMIP and GPAI)	10204
Total Cost to Company (Per Annum)(A) + (B)	325000

^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

LTA	12000
Meal Card (Max INR, 2200 per month)	26400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits: In addition to the above, you will also be eligible for the below-mentioned benefits -

- i) Gratuity: As per Payment of Gratuity Act
- ii) Insurance
- a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate
- b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs.
- c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.







E/HR/OL/2329

#3-35, Kunjaru Giri Road Bijantla, Kunjarugiri Post, Udupi, VTC: Kurkalu, Karnataka-574105...

Dear Nidhi Shetty,

Welcome to Everi!

It Gives us immense pleasure in inviting you to join Everi India Private Limited. We believe that the growth of the organization is fueled by the energy and enthusiasm of the people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create truly global Organization.

We are pleased to inform you that you have been offered an employment in Everi India as Trainee at Mangalore, India.

This offer is valid till 22/07/2024.

We wish to share with you the detailed terms and conditions which will govern your employment with Everi and also Associate related guidelines applicable to all the employees including you. All these terms and conditions are subjected to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subjected to background check and pre-employment checks as applicable.

Terms and Conditions

1. Working Hours:

Everi India observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are 9 hours per day including Recess/Lunch break of 1 hour. Employees are expected to follow local working hours and holiday calendar while they have visited/deputed to other office in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, Everi India shall initiate appropriate disciplinary action against the Associate as per Everi India Policy.

Dept. Of Information Science & Engineering Alva's Institute of Engg. & Technology Mijer, MOODBIDRI - 574 225

Everi India Private Limited





2. Employment Terms:

- a) Service Rules: Your services in Everi India private limited will be governed by the service rules and regulations, which are in force, or which would be brought into force time to time, as applicable to all the employees of the company. Policies are guidelines are made taking into consideration company's best interests from time to time, you are advised to adhere to the policies during your employment with the company.
- b) Full Time Work: Your position is full time employment, and you shall devote yourself exclusively to the business of the company. You will not take up any other work part /full time or directly or indirectly in any other trade or business without the prior written consent from the company during your tenure with Everi1. You will devote your whole time and attention and abilities to the business of the Company and shall serve the Company honestly and faithfully carry out all lawful directions and orders of the company in discharge of your duties. The Company shall be entitled in its absolute discretion to change your designation.
 - c) Probation: Freshers (Only) will be on probation, for Six months, which may be extended or reduced at the sole discretion of the Management. The offer is terminable either by the Management or by you with one month notice during this period. On completion of the probation period, till such time that you are intimated in writing about your confirmation, you will be on probation.
 - d) Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency, and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in this document, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein
 - e) Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.
 - f) Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Everi and shall keep any information of Everi, whether written or oral, confidential. Please note that the terms and conditions of your services with Everi shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken. If required by Everi, you will





sign further confidentiality agreements or the like to further protect the interest of Everi. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

g) Transfer: Employment is subject to change of location within India/abroad as required by the business requirements during the complete tenure of the employment with Everi.

3. Salary & Benefits:

Your Gross Salary will be INR Seven Lakh (in words).

- a) Employees are liable to pay all taxes and liabilities as required under Indian Tax Laws. With the exception of the obligation to withhold taxes from your remuneration, Everi assumes no responsibility for your personal tax affairs. The tax liability/ies during any posting abroad would be indicated separately.
- b) Contributions to provident fund will be made at the rate of 12% of monthly base salary. There will be a matching statutory contribution of 12% of monthly base salary by the company.
- c) Gratuity will be provided at the rate of 15 days of base salary for every year of service, to be availed of only after five years of service
- d) Medical & Life insurance benefits are provided.

4. Notice Period & Termination:

Your employment is subject to termination by either party by giving 90 days' notice or 90 days salary in lieu of notice period. Notice period, while on probation is 30 days,

The Company shall have the right of immediate termination of your services without giving you 90 days' notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non- cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof.

You will retire from the services of the Company on attaining the age of 60 years.





5. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

Yours sincerely, for Everi India Private Limited.,

Saravanan Jaganathan

PeopleOps Sr Manager

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary, accept the same irrevocably and unconditionally. I agree to update myself of all company policies.

Name: Nidhi Shetty

Date: 22/07/2024

Signature: {{Candidate_Sign}}





Name:

Nidhi Shetty

Designation:

Trainee

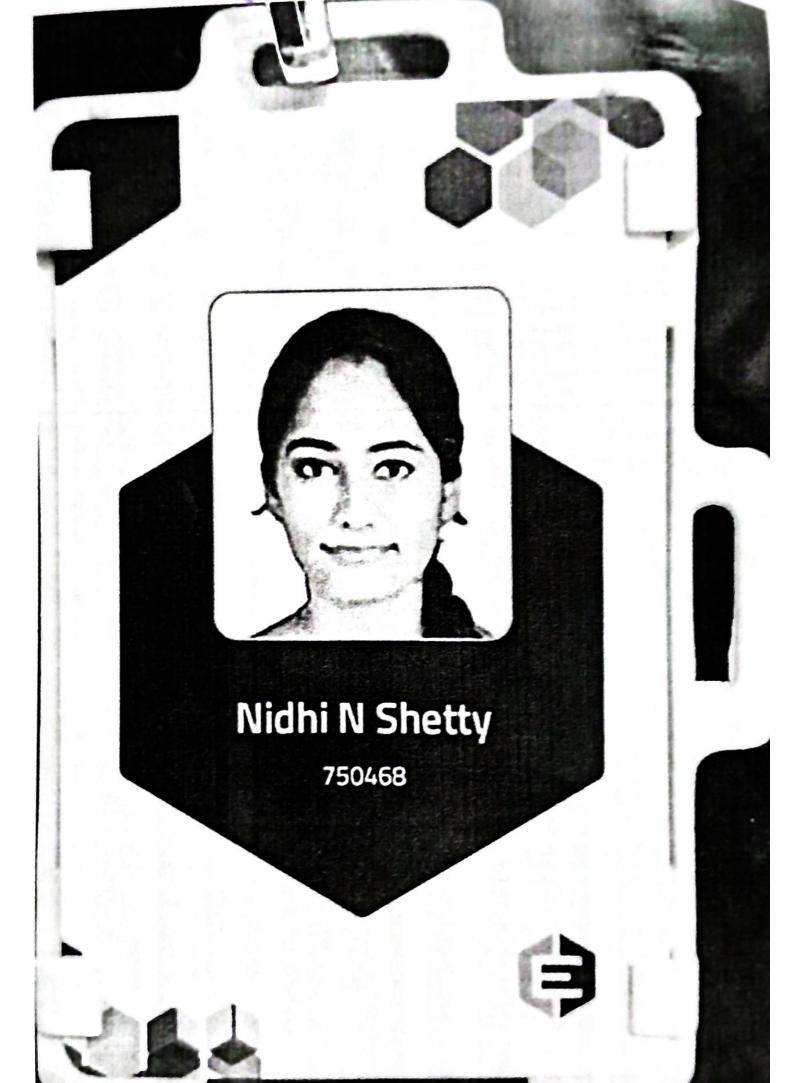
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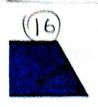
Mangalore

		Monthly	Annual
S.No	Components	23,333	2,80,000
1	Basic	9,333	1,12,000
2	HRA	2,200	26,400
3	Food Coupons	20,667	2,48,000
4		2,800	33,600
5	Company's contribution to PF*	Admira approximation of the second	7,00,000
Annual Gro	ss Compensation		13,468
	6 Gratuity	District State of Sta	7,13,468
Total Remu	neration	- P. 1995 1	

^{*}PF is contributed at 12% of Basic and subject to government regulations

Family Medical Insurance Coverage - 7,50,000 per annum.









Date: 12th JAN 24

Letter of Intent

Dear POORVIKA BM

We intend to offer you the position of (TR-ASSOCIATE) with DEV IT Serv Pvt Ltd. We are confident that you will make an excellent addition to our team, and we look forward to having you join us.

At DEV IT Serv Pvt Ltd, we pride ourselves on our commitment to Company Values/Goals. We believe that our success is driven by the hard work and dedication of our employees, and we are committed to providing a supportive and rewarding work environment that encourages growth and development.

A detailed offer letter along with a compensation break up shall be sent to you with 7 days of accepting this letter of intent.

The start month for this position is $\frac{FEB}{24}$. To accept this position, please sign and return the enclosed copy of this letter of intent.

One the day of joining:

Please bring the following documents

- 1. Educational Certificates
- 2. Address Proof
- 3. Aadhaar Card, PAN Card
- 4. Bank Passbook/Cancelled Cheque
- 5. Appointment Letter & Experience Letter
- 6. Salary Slip & Bank Statement of Three Month

please report to the below mentioned venue: Add: Will be notified along with offer letter

If you have any questions or concerns, please do not hesitate to contact us.

We are excited to have you join our team and look forward to working with you.

Sincerely, With Regards

HR Department
DEV IT Serv Pvt Ltd

Dept. Of Information Science & Engineering

No. D.

Dept. Of Information Science & Engineering

Alva's Institute of Engin & Yeomno.copy

Mijar, MOODBIDRI - 574 225

Please nate that this is not an offer or appointment letter and does not guarantee an employment





18001036743

info@ditserv.com

www.ditserv.com

Date: 22 May, 2024

Head of Department
Department of Computer Science & Engineering
Alva's Institute of Engineering and Technology
Mijar, Moodbidri,
D.K, Karnataka-574225

Dear Sir/Madam,

Poorvika B M is undergoing training as a Trainee Associate in the Strategic Account Management Department at Dev IT Serv Pvt. Ltd.

Her training is of 6 months duration, of which she has completed 3 months and 2 days.

Academic Internship start date: February 19, 2024
Academic Internship end date: August 20, 2024

Thank you,

For Dev IT Serv Pvt Ltd

Authorized Person

DEV IT SERV PRIVATE LIMITED

U· ST

17-11-2023

UST-LOI-1119

Prajwal Gowda M M

Alva'S Education Foundation, Moodbidri

Sub: Letter of Intent

Dear Prajwal Gowda M M.

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with ('UST').

This offer is subject to the following and any other conditions:

- You should complete the course which you are now pursuing, without any backlog at the time
 of joining.
- 2. Shall secure 60% aggregate in your current degree course from the first to last semester.
- 3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.

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

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.

Dept. Of Information

* & Engineering

Mijar, MOODBIDRI - 574 225



If this offer is acceptable to you, please intimate your acceptance of the same by signing a scanned copy of this letter and returning it to us on or before 22-11-2023. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

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

Sincerely,

for **US Technology**

Accepted

Vinesh George

Prajwal Gowda M M

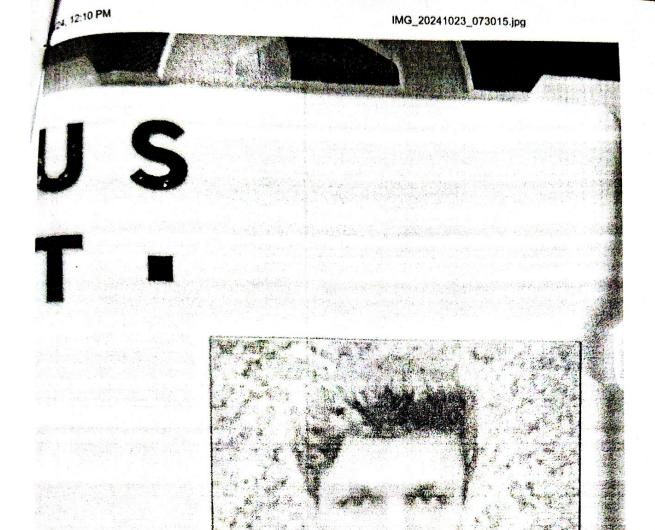
Group Manager HR

Execution by the candidate:

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

Signed by Candidate

Date

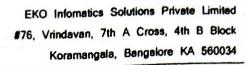


Prajwal Gowda Magnur Maheshwarappa

288224

UST Campus, Innovation Drive Technopark Phase II, Trivandrum 695583

ust.com





EMPLOYMENT AGREEMENT

Date: July 1st, 2024

Dear Rahul R Poojary,

We are pleased to offer you a position of "Junior Data Scientist" with EKO Infomatics Solutions Private Limited a Company incorporated under the provisions of Companies Act, 1956 having its corporate office situated at #76, Vrindavan, 7th A Cross, 4th B Block Koramangala, Near BDA Complex, Bangalore KA 560034. This offer of employment is for a regular, full-time position based in Bangalore, India.

Position: Upon execution of this Agreement, you would be posted as the **Junior Data Scientist** of the Company.

Terms of the Agreement:

9

- During the term of this Agreement, the Company retains the right to change Employee's
 title, duties, and reporting relationships as may be determined to be in the best interests of
 the Company, including but not limited to adjustments made to the employee's job
 description or work place, promotion, work transfer at the same level, and demotion, etc.,
 or adjustments made to the employee's responsibilities without any change to employee's
 position.
- Joining Date: Subject to the employee's acceptance of the terms and conditions contained herein, the appointment shall commence on 1st July 2024 ("Joining Date").
- 3. Location and Office Timings: The employee would be required to work at the above location in Bangalore, or such other location as company may direct from time to time. The employee's working hours shall be from 10 AM to 6 PM from Monday to Friday which is subject to change based on the requirements of the Management and for exigencies of work at the sole discretion of the Management.

4. Term and Probation Period

a. The Employee agrees that the first six months of the employment shall be constituted as

www.ekoinfomatics.com

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Dapt. Of Information Science & Engineering Alva's Institute of Engg. & Technology Mijar, MOODBIDRI - 574 225

#76, Vrindavan, 7th A Cross, 4th B Koramangala, Bangalore KA \$400)

probationary period ("Probationary Period"), the period during which, the Company may, addy in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause. After the completion of the Probationary Period, the Employer would have the sole discretion to either confirm the Employment of the Employee or extend the Probationary Period for a further term.

- b. Employee's employment with the company shall continue unless terminated as per the provisions of this Contract. The continued employment shall be on an "at will" basis, unless
 - i. Employee's employment is terminated by either party in accordance with the terms of clause 13 of this Employment Agreement; or
 - ii. Such term of employment is extended or shortened by a subsequent agreement duly executed by each of the parties to this Employment Agreement, in which case such employment shall be subject to the terms and conditions contained in the subsequent written agreement.
- 5. **Performance of Duties:** During the term of this Agreement, the employee shall devote their business hours to the affairs of the Company and shall perform the duties assigned to them faithfully and efficiently, and shall endeavor to achieve the goals and adhere to the parameters set by the Company, to the best of their abilities.
- 6. Compensation and Benefits: Subject to the following provisions of this Agreement, during the Employment Period, the Employee shall be compensated for his services as follows:
- 6.1. The Employee shall receive an annual salary, payable in monthly installments, as per the production and discretion of the Company, an amount of Rs. 3,00,000 per annum, (Rupees Three Lakhs Only). This represents the total Cost to Company (hereinafter referred to as CTC). The break-up of salary is attached herewith in Annexure A. The Employee's salary will be reviewed on an annual basis and increments will be determined based on performance and at the discretion of the Company.
- 6.2. The CTC is inclusive of all pre- requisites and benefits that the Employee shall be entitled to as per the Company's policy and applicable law for the time being in force. The salary of the employee shall be subject to the applicable taxes and statutory deductions.



#76, Vrindavan, 7th A Cross, 4th B Block Koramangala, Bangalore KA 560034

- 6.3. During the term of this Agreement, the Employee's salary shall be paid by means of bank transfer or cheque, or any other method as mutually decided by the Company and the Employee.
- 6.4. The Employee shall be reimbursed for all reasonable expenses arising out of employment. These expenses shall require to be authorized prior to being incurred and with the provision of appropriate receipts.

7. Duties of the Employee

- 7.1 Upon execution of agreement, the Employee is restrained from engaging in any act or acts of theft, fraud, misrepresentation or any other illegal act neither in exercising their duties under this Agreement nor outside the premises of employment. The Company shall not be held liable for any such acts of the Employee if the Employee is found guilty of partaking or being responsible for any or all of such acts.,
- 7.2 The Employee undertakes to refrain themselves from committing any acts of theft of the Employer's property or attempt to defraud the Employer in any manner. The Employee further undertakes to inform the Employer of any theft or fraudulent activity on the Employer's property or business, if the Employee has knowledge of the same.
- 7.3 The Employee undertakes to conduct themselves in accordance with all the rules, regulations and policies of the Company as notified from time to time including but not limited to the Termination Clause and the Sexual Harassment Policy of the Company.
- 7.4 The Employee also undertakes to refrain from taking up part-time or full-time employment or consultation with any other employer or be involved in any other business during the term of this Agreement.

8. Leave Policy

- 8.1 The Employee shall be entitled to 6 days of paid casual leaves in a year and 6 days of sick leave. In addition, the Employee shall also be entitled to 12 public holidays mentioned under the Leave Policy of the Company.
- 8.2 The Employee shall not be entitled to any carry forward or encash leaves or any holiday from the current year to any subsequent year or years.



- 8.3 In the event that the Employee is absent from work due to sickness or injury, they shall follow the Leave Policy and inform the designated person of the Company as soon as possible and shall be required to provide regular updates as to their recovery and as far as practicable will inform the designated person of the Company of their expected date of return to work.
- 8.4 If an Employee is absent from work due to sickness or injury for more than three consecutive days, they must submit a self-certification form to the designated member of the Company. In the event that the Employee's absence lasts for more than seven consecutive days, the Employee must obtain a medical certificate from their doctor and submit it to the designated member of the Company.

9. WORK-FROM-HOME POLICY:

- 9.1 The Employee may be permitted to work from home on certain occasions or under specific circumstances as determined by the Employer. And prior approval is required from the Employer.
- 9.2 The decision to allow work-from-home arrangements will be based on the nature of the Employee's role, job requirements, and the overall needs of the company.
- 9.3 Work-from-home arrangements shall be subject to the following conditions:
 - a. The Employee shall adhere to the company's policies, procedures, and guidelines while working from home.
 - b. The Employee shall maintain regular communication with the designated supervisor or manager during the work-from-home period.
 - c. The Employee shall ensure the confidentiality, security, and proper handling of company information, data, and assets while working from home.
 - d. The Employee shall maintain a suitable work environment, free from distractions, that enables productivity and professional conduct.
 - e. Salary Determination: The determination of salary for work-from-home days shall be at the discretion of the Employer, taking into consideration various factors. Any decision





regarding salary adjustments for work-from-home days shall be communicated to the Employee.

10. NON-COMPETE AND NON-SOLICIT

- 10.1 The Employee hereby undertakes to refrain from engaging in any employment, consulting, or other activity that competes with the business, proposed business or business interests of this Company, without the Company's prior written consent during the term of this Agreement and for a period of one (1) year after the termination of this Agreement.
- 10.2 Employee acknowledges that in the course of his employment with the Company, he will become familiar with the Company's Trade Secrets (defined below) and/or Confidential Information concerning the Company and that his services shall be of special, unique, and extraordinary value to the Company. "Trade Secrets" includes commercially valuable information which is not generally known to the public or within the industry in which the Company operates.
- 10.3 Employee shall not use any Trade Secrets and/or Confidential Information belonging to any other prior employer during employment with the Company. Employee shall also not bring any documents from any prior employer to the Company, including any memorialization of information that includes Trade Secrets and/or Confidential Information belonging to any prior employer. The word "document" means not only a physical piece of paper, but also includes electronic disks, hard drives, "flash" or "thumb" drives, emails or email attachments, or any other storage device or medium.
- 10.4 Employee agrees that for a period of five years following the Termination Date, Employee, shall not directly or indirectly (including as an officer, director, employee, consultant, advisor, agent or representative), for himself/herself or on behalf of any other person or entity, recruit or solicit any employee, or independent contractor of the Company or encourage any employee or independent contractor of the Company to leave the Company's employ or engagement, as the case may be. The parties agree that an



advertisement of general solicitation to the general public does not violate this Clause. Further, the Employee shall not, for any purpose that is in competition with any of the aspects of Company's Business, solicit, take away or engage, or participate in soliciting, taking away or engaging, any customers, suppliers, agents, licensees or licensors of Company with whom the Employee had contact while employed by the Company, or about whom Company had access to confidential information as a result of Employee's employment by Company.

- In addition, both (i) during the term of his/her employment and (ii) following the termination of his/her employment (whether voluntary or involuntary, and regardless of reason), Employee shall not knowingly, willfully and with intent to harm the Company make any public statements that disparage the Company, its employees, officers, directors, products or services, provided that, notwithstanding the foregoing, truthful statements made in the course of sworn testimony in administrative, judicial or arbitral proceedings (including, without limitation, depositions in connection with such proceedings), normal competitive-type statements, and statements made in the good faith performance of the Employee's duties to the Company shall not constitute a violation of this clause.
- 10.6 The Employee hereby agrees that, during the term of his employment under this Agreement, the Employee will not, whether in India or elsewhere in the world, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the Business or any business of the affiliates of the Employer, or canvass, solicit or entice away from the Employer or endeavor to solicit or entice away from the Employer.

11. Role in the Company

11.1 The Employee undertakes to assign all rights, titles and interests in and to all Intellectual Property improved, developed, discovered or written in such works including but not



EKO Informatics Solutions Private Limited #76, Vrindavan, 7th A Cross, 4th B Block Koramangala, Bangalore KA 560034

limited to inventions, designs, ideas, concepts, drawings, working notes, artistic works, that the Employee individually or jointly conceives or develops during the term of Employment to the Company to the fullest extent permitted by the applicable law and acknowledges that all such works are "works made for hire.

- The Employee shall, upon request of the Company, execute, acknowledge, deliver and file any and all documents necessary or useful to vest all such rights, titles and interests and all such matters as mentioned herein.
- 12. Exclusivity Terms: The Employee hereby undertakes to be exclusively engaged by the Company during the term of this Agreement and any other work, project or assignment for remuneration or otherwise shall not be taken up by the employee without the prior written consent of the Company.

13. Termination:

13.1 Probationary Period:

- a. The employment may be terminated within 24 hours' notice given in writing by the Company at any time during or at the end of this period with or without assigning any reasons.
- b. Should the Employee wish to resign from the employment at any time during or at the end of this period, the Employee is required to give 24 hours' written notice to the Company.

13.2 Post Probationary Period:

- c. The employment with the Company can be terminated either by the Company or by the Employee by giving the other party 60 days' advance notice.
- d. If the Company terminates the employment and decides to relieve the employee before the completion of the notice period, the 'Basic' component of the salary for the balance notice period would be paid to the employee by adjusting the amounts payable by the employee to the Company.
- e. For the avoidance of doubt, all amounts payable by the employee to the company would need to be cleared forthwith in the event of such termination. If at the employee's request, the Company agrees to relieve the employee before serving the full notice period, the



employee will be liable to pay the Company the 'Basic' component of the salary for the balance notice period along with other amount payable by the employee to the company, if any. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of notice may be extended, if mutually agreed by the employee and the Company. On termination of the employment for any reason, the employee shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till the employee have completed all the separation procedures.

- f. The Employer may terminate this Agreement and the employment of the Employee on a breach of any of the terms of this Agreement or thereof without any prior notice or intimation.
- g. The Employer reserves the right to terminate the employment of the Employee without notice on grounds of breach of policy, misconduct or where the Employees' performance has been found to be unsatisfactory.
- h. The Employer may terminate the employment of the Employee in case of absence for a continuous period of **08** (Eight) days without prior approval of the Employees' supervisors (including overstay of leave/training).
- i. If the Employee absconds from the Company without serving the notice period of 2 (Two) months, or if the Employee is terminated by the Employer due to breach of contract in that case the Employee shall be subject to the following: (i) No experience letter shall be issued to the Employee (ii) The Employer may take strict legal actions against the Employee for breach of contract.
- j. It is understood that evidence of falsification of application and any other documents for employment shall subject the employee to termination.
- 14. **Responsibilities:** The Employee understands that they shall be expected to work with a high standard of efficiency, commitment and diligence. The Employee shall be expected to follow the Company policies and procedures faithfully, failing which it shall be construed





EKO Infomatics Solutions Private Limited #76, Vrindavan, 7th A Cross, 4th B Block Koramangala, Bangalore KA 560034

as a serious act of misconduct and appropriate action would be initiated against the Employee by the management of the Company.

- 15. **Performance:** The Employee understands that their performance will be monitored from time to time as per the Company's appraisal policy. The Employee also acknowledges that their services are liable to be terminated if their performance does not meet the expectations of the Company.
- 16. Confidentiality: The Employee undertakes to maintain confidentiality of data, processes and system associated with their work and the Company and breach of confidentiality will attract severe disciplinary action. The Employee further undertakes to sign a Non-Disclosure Agreement with the Company and any other Non-Disclosure Agreements, as and when may be required by the Company or its clients and abide by the stipulations their in.
- 17. Verification: The Employee hereby acknowledges that at the time of joining, the Employee shall be required to submit the documents as per Annexure B. The Employee further acknowledges that their appointment is subject to satisfactory verification of the submitted documents, character, antecedents and testimonials. The appointment is based on the details provided by the Employee in their application to the Company and curriculum vitae. The Employee acknowledges that any misrepresentation or discrepancies of the above can lead to the immediate termination of their services.
- 18. Non- Circumvention: The Employee agrees that they shall not at any time prior to the expiration of three (3) years from the date of this Agreement, without the prior written consent of the Company, which consent the Company may withhold in its sole discretion,
- attempt in any manner to deal directly or indirectly in any manner with any of the Contact Persons or other individuals or companies related to the business opportunity



#76, Vrindavan, 7th A Cross, 4th B by Koramangala, Bangalore KA 5600

including by having any part of or deriving any benefit from the business opportunity or any aspect thereof, or

- by-pass, compete, avoid, circumvent, or attempt to circumvent the Company relative to business opportunity including by utilizing any of the Confidential Information or by otherwise exploiting or deriving any benefit from the Confidential Information.
- 18.3 In addition to the above, the Employee shall also be guided by the Company policies that are in force from time to time.

19. Miscellaneous

- 19.1 This Agreement and all disputes and claims arising out of or in connection with this Agreement shall be governed by, and construed in accordance with Indian law.
- 19.2 Any disputes or differences arising under or pertaining to this Agreement including shall be subject to the exclusive jurisdiction of the courts in Bengaluru, Karnataka

Please sign a duplicate copy of this appointment letter on each page and return the same, as proof of your acceptance of the terms and conditions detailed in this Agreement.

We, welcome you to EKO Infomatics Solutions Private Limited and look forward to a long and mutually beneficial association.

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

Ranganathan Srinivasan

Managing Director

Rahul R Poojary

Designation: Junior Data Scientist

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EKO Infomatics Solutions Private Limited #76, Vrindavan, 7th A Cross, 4th B Block Koramangala, Bangalore KA 560034

ANNEXURE A.

COMPENSATION DETAILS

Particulars	Annual (Gross)	Monthly (Gross)
Basic Salary + DA	210,000	17,500
HRA	90,000	7,500
Special Allowance		
Gross CTC	300,000	25,000

Note: The above salary would be subject to statutory deductions / taxes as applicable from time to time.



#76, Vrindavan, 7th A Cross, 4th B Block
Koramangala, Bangalore KA 560034

ANNEXURE B.

At the time of joining, you are requested to submit the copies of the following documents:

- 1. Certificates supporting your educational qualifications along with mark sheets (10+12+ Graduation + Post Graduation + Course Certifications)
- 2. Your latest salary slip from last employer and salary certificate
- 3. Your relieving letter from your last employer
- 4. Experience Certificates from all previous employers
- 5. Updated resume
- 6. Form 16 or Taxable Income Statement duly certified by previous employer (Statement showing deductions & Taxable Income with break-up)
- Four Passport Size color photograph.
- 8. Four Stamp Size color photograph.
- 9. Two Stamp Size color photograph each of the Medical Nominee
- 10. Proof of Age
- 11. Proof of Address

For Eko Infomatics Solutions Pvt. Ltd.

S. RANGANATHAN MANAGING DIRECTOR

Employee Acceptance:

Rahul R Poojary Place: Bengaluru

Date:



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

Date: 01.08.2024

To. Mr. Raviraj Muddanna Nagar, Sanoor, Karkala, Taluka, Udupi, Karnataka -574 114.

Mobile: +91 7619642401

Email Id: shettigarraviraj828@gmail.com

Sub: Offer Letter

Dear Ravirai.

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you the post of "Trainee Engineer" in our organization. You shall join the company on or before 05.08.2024 Monthly Gross Salary is Rs. 18,000/- and your CTC is Rs. 2,16,000/- for the year.

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

- I. Resume
- II. Aadhar Card (2 copies each)
- III. Pan Card (2 copies each)
- IV. 4 Latest Photographs
- V. Academic Marksheet copy
- VI. Bank details
- VII. Salary Proof of last 3 months
- VIII. Experience Certificate/Relieving Order
 - Cancelled cheque leaf having name mentioned in the signatory area or a passbook first IX. page copy.
 - Residential Address Proof (Present & Permanent if both are same as per Aadhar card then X. not required)

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

Thanking you,

For United Rubb (I) Pvt Ltd.,

Anupani Das

HR - Manager

Dept. Of Information Science & Engineering

Alva's Institute of Engg. & Technol

Mijar, MOODBIDRI - 574 225

UNITED RUBBER INDUSTRIES (I) PVT. LTD.

Jay Vailankani Industrial Estate.

Behind Gas Godown, Mira Bhayandar Kashi Mira Road,

Bhayandar (East), Mumbai - 401 105. (INDIA)

Phone: +91-22-2814 5134 / 35 / 36

Fax: +91-22-2818 4614 • E-mail: domestic@unitedrubber.net

Website: www.unitedrubber.net CIN: U25100MH2004PTC145901



TECH mahindra

Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo Bunder Murnbal 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

2308205/ ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Mr. Yashavardhan Sg,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of Associate Software Engineer at Band U and Sub Band U1 in our Organization provided:

- ð You are being medically fit.
- O You have completed your qualifying academic course with a minimum score of 70% or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ð You will be under probation for a period of 6 (Six) months from the date of joining.
- You will be eligible for an Annual Salary package of INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand). Please refer to Annexure A for breakup of your intended Annual Salary package.
- In addition, you will also be entitled for a one-time settlement Allowance not exceeding INR 15,000, (Indian Rupees Fifteen Thousand Only) if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only) as liquidated damages to Tech Mahindra.
- O You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Dept. Of Information Science & Engineering Alva's Institute of Engineer Avaisation of Engineering Miljar, MOODBIDRI - 574 225

TECH mahindra

Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo Bunder Mumbai 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on <u>Campusjoining@techmahlndra.com</u>

This Letter of Intent shall cease to be valid on 31-Oct-24 or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely, For Tech Mahindra Limited,

R Krishna Ramaswamy

Head - Resource Management Group

TECH mahindra

Tech Mahindra Limited Infocity, Hitech City Layout, Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

Registered Office: Gateway Building, Apollo E under Mumbai 400 001, India. www.techmahindra.com CIN L64200MH1986PLC041370

Annexure - A

otal Cost to Company (TCC) (Per Annum)	325000
omponents of Total Cost to Company	NEW DOWN HIS TO SEE
asic (@40% of Total Fixed Pay)	11139
IRA (@70% of Basic Pay)	77978
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13368
Flexible Components of TFP ^	27750
Total Fixed Pay (Per Annum)	278493
Total Variable Pay (TVP) (Per Annum) (*)	30944
Total (A)	30943
Additional Benefits (B)	15563
Gratuity	5359
Insurance Premiums (towards GTLI, GMIP and GPAI)	1020
Total Contto Comment (D. A.)	
Total Cost to Company (Per Annum)(A) + (B)	32500
Total Cost to Company (Per Annum)(A) + (B) ^ Under the 'Flexible Benefits Plan', you are eligible to choose a corbelow, subject to the individual maximum limits as mentioned again taxable amount under Additional Personal Pay.	mbination of the Components as mentioned
^ Under the 'Flexible Benefits Plan', you are eligible to choose a corbelow, subject to the individual maximum limits as mentioned again taxable amount under Additional Personal Pay. LTA	mbination of the Components as mentioned ast each of them, balance if any shall be paid as
^ Under the 'Flexible Benefits Plan', you are eligible to choose a corbelow, subject to the individual maximum limits as mentioned again taxable amount under Additional Personal Pay. LTA Meal Card (Max INR. 2200 per month)	mbination of the Components as mentioned st each of them, balance if any shall be paid as 1200
^ Under the 'Flexible Benefits Plan', you are eligible to choose a corbelow, subject to the individual maximum limits as mentioned again taxable amount under Additional Personal Pay. LTA	mbination of the Components as mentioned st each of them, balance if any shall be paid as 12000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a corbelow, subject to the individual maximum limits as mentioned again taxable amount under Additional Personal Pay. LTA Meal Card (Max INR. 2200 per month) Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal results.	12000 26400 monthly installments in advance along with your
^ Under the 'Flexible Benefits Plan', you are eligible to choose a corbelow, subject to the individual maximum limits as mentioned again taxable amount under Additional Personal Pay. LTA Meal Card (Max INR. 2200 per month) Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal regular salary. (*) Maximum amount based on 100% performance; TVP shall be p	nbination of the Components as mentioned ast each of them, balance if any shall be paid as 12000 26400 monthly installments in advance along with your ayable as per Variable Pay Program applicable
^ Under the 'Flexible Benefits Plan', you are eligible to choose a corbelow, subject to the individual maximum limits as mentioned again taxable amount under Additional Personal Pay. LTA Meal Card (Max INR. 2200 per month) Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal regular salary. (*) Maximum amount based on 100% performance; TVP shall be p for the Financial Year	nbination of the Components as mentioned ast each of them, balance if any shall be paid as 12000 26400 monthly installments in advance along with your ayable as per Variable Pay Program applicable

parents. Cost of coverage of parents (if opted for) will be borne by you. It enrollment of parents is not opted for, the

c) Group Personal Accident Insurance (GPAi) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate

applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs.

event of an accident.





Offer: Computer Consultancy

Ref: TCSL/DT20234337941/Bangalore

Date: 12/07/2024

Mr. Sharan Kumar 1-163Bidara Bali, Kukkehalli, Udupi-576124, Karnataka. Tel# -

Dear Sharan Kumar,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be INR 7,00,022/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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Dept. Of Information Science & Engineering Alva's Institute of Engg. & Tochschooly Mijar, MOODBIDRI - 574 225 1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR 15,000/- per month.

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link "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 INR **7,500**/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR 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.

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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TATA CONSULTANCY SERVICES

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Personal Allowance

You will be eligible for a monthly personal allowance of INR 17,2721- per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,300/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹3,100/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines. physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

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

HIS offers the following benefits:

1. Basic Cover

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

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangaiore 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 Miss com3



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 INR 12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

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TATA CONSULTANCY SERVICES

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

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You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

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You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Probation Period

You will be on probation for three months. If your services are found to be satisfactory

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during the period of probation, your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Background Check turns out negative.

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

5. Mobility TCSL reserves the right to transfer / utilize your services to any of its offices, work sites, or associated or Affiliated companies in India or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

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

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

8. Alternative Occupation / Employment
Either during the period of your probation 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.

9. Confidentiality Agreement
As part of your acceptance of this offer 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 your appointment. The
detailed Confidentiality related terms and conditions are set out in Annexure 3.

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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 clause mentioned in this offer letter.

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. 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.

11. Terms and Conditions

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

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

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

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

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

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14. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, 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

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 18. Submission of documents.

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

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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

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- 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 Initial Learning Program (ILP)

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our

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TCSL/DT20234337941



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.

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 Å 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

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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. Â 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 oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



If you fail to accept the offer from TCSL within 3 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

Londing.

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



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

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres

Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Namo	Sharan Kumar
Designation	Systems Engineer
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

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

[#] 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.

Table 2: TCSL defined structure for BoB (All Components in INR)

Monthly	Annual
7,500	90,000
1,250	15,000
500	6,000
O	0
17.272	2,07,264
AND RESIDENCE AND ADDRESS OF THE PROPERTY OF T	3,18,264
	7,500 1,250

^{***} For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.



Annexure 2

	BHUBANESWAR	
AHMEDABAD	TCS XP HR Lead	
TCS XP HR Lead	Tata Consultancy Services, Kalinga Park Talent Development Block Barabat	
Tata Consultancy Services,		
Garima Park, IT/ITES, Plot #41	Building. IT/ITES, Special Economic Zone,	
Gandhinagar-382007,	Plot No 35, Chandaka Industrial Estate, Patia,	
Gujarat. India	Bhubaneswar- 751024.	
BANGALORE	CHENNAI	
TCS XP HR Lead	XP HR Lead	
Tata Consultancy Services,	Tata Consultancy Services,	
Gopalan Global Axis Block-H,	Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park,	
Rd Number 9, Whitefield, KIADB Export	Siruseri, Navalur Post, Kancheepuram District,	
Promotion Industrial Area, Opposite Sathya Sa	Chennai - 603 103, Tamil Nadu	
Hospital, Bangalore Karnataka -560066	India	
DELHI	HYDERABAD	
XP HR Lead	XP HR Lead	
Tata Consultancy Services,	Tata Consultancy Services,	
TCS Lucerna Tower,	Synergy Park Non-SEZ(CMC),	
Plot A2B, Sector 125,	Old Mumbai Highway,	
Noida, Uttar Pradesh, Pin- 201303.India	Gachibowli, Hyderabad - 500019, India	
INDORE		
TCS XP HR Lead	KOLKATA	
Tata Consultancy Services	TCS XP HR Lead	
IT/ITES SEZ, Scheme No. 151 & 169-B, Super	Tata Consultancy Services,	
Corridor, Village Tigariya Badshah & Bada	TCS Delta Park Wanderers, Plot C, Street Number	
Bangarda, Tehsil Hatod, Indore -452018,	30, Salt Lake Electronics Complex, Sector V, Block EP	
Madhya Pradesh.	& GP, Kolkata, West Bengal 700091.	
косні	MUMBAI	
TCS XP HR Lead	TCS XP HR Lead	
Tata Consultancy Services,	Tata Consultancy Services,	
TCS Centre, Infopark Road, Infopark Campus,	Olympus - A, Opp Rodas Enclaves,	
Infopark kakkanad, Kerala- 682042, India	Hiranandani Estate, Patlipada,	
	Thane (W), Mumbai 400607, Maharashtra, India	
MUMBAI	NAGPUR	
TCS XP HR Lead	TCS XP HR Lead	
Tata Consultancy Services,	Tata Consultancy Services,	
Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane,	Mihan-SEZ, Nagpur, Telhara,	
Maharashtra 400606, India.	Maharashtra - 441108, India	
•	771100, IIIuid	
PUNE	TRIVANDRUM	
TCS XP HR Lead	TCS XP HR Lead	
Tata Consultancy Services,	Tata Consultancy Services.	
Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech	Peepul Park, Technopark campus.	
Park, Hinjewadi Phase III, Pune -411057, Maharashtra	Kariyavottam P.O.	
ividilal astitra	Trivandrum-695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
 - (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
 - (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
 - (d) Customer and prospective customer lists, and
 - (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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

3. Intellectual Property Rights

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

TCS Confidential TCSL/DT20234337941



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

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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.

TCS Confidential TCSL/DT20234337941



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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TCS Confidential TCSL/DT20234337941



- (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.

TCS Confidential TCSL/DT20234337941





7EDGE Private Limited

CIN U74900KA2010PTC054112

Salarpuria Symbiosis | Arekere Village | Begur Hobii | Bannerghatta Road | Bengaluru | Karnataka 560076 T+91 70222 22227 | Elask@7edge.com | www.7edge.com

This document is an electronic record in terms of the Information Technology Act, 2000 and rules there under as applicable and the amended provisions pertaining to electronic records in various statutes as amended by the Information Technology Act, 2000.

29-09-2023

To:

Shashank Biradar

Plot no-Part 10, Main road, Shakti Nagar,

Near Naga Mandir, Gb Bahamanipura,

Gulbarga,

Karnataka - 585103

Dear Shashank,

Sub: Offer Letter

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

Here at 7EDGE, we are committed to both your personal and professional growth. You will, until revised later in writing at 7EDGE's sole and absolute discretion, receive compensation of Rupees Two Lakh Forty Thousand Only INR 2,40,000.00 /-per year as your cost to the company ("CTC").

If you choose to accept this offer, your effective date of employment with 7EDGE shall be from 04-03-2024 and your place of employment shall be Mangalore. Additionally, on acceptance of this offer, you will be required to furnish copies of the following documents of qualification to email id hr@7edge.com on or before 03-10-2023.

- 1. Address Proof
- 2. Class 10 and Class 12 Marksheets
- 3. Degree Marksheets
- 4. Certificates if any
- 5. Passport size photograph
- National Skill Registry e-Card. (In reference to NSR please register yourself on www.nationalskillsregistry.com and carry a printout of NSR e-Card.

Please be informed that in the event that signed copy of the offer letter along with the requisite documents are not received by 03-10-2023, the offer shall be deemed to be rejected.

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

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

Yours sincerely.

For 7EDGE Private Limited

X4

Asine Lucien

(Authorised Signatory)

Dept. Of Information Science & Engineering Alva's Institute of Engg. & Technology

Mijar, MOODBIDSI - 574 225

Salarpuria Symbiosis | Arekere Village | Begur Hobli | Bannerghatta Road | Bengaluru | Karnataka 560076 T+91 70222 22227 Eask@7edge.com www.7edge.com

Annexure 1

Part A

Designation: Software Development Engineer Trainee, Frontend

ARNINGS	MONTHLY	YEARLY
asic	10,000,00	1,20,000.00
RA	4,000.00	48,000.00
conveyance Allowance	1,600.00	19,200.00
Special Allowance	1,487.83	17,854.00
Statutory Bonus	833.00	9,996.00
SUB TOTAL (A)	17,920.83	2,15,050.00
PF - Employer	1,200.00	14,400.00
LWF Employer	3.33	40.00
Medical Insurance.	445.83	5,350.00
Employee Gratuity.	430.00	5,160.00
TOTAL	INR 20,000.00	INR 2,40,000.00
DEDUCTIONS	MONTHLY	YEARLY
PF Employee	1,200.00	14,400.00
ESI Employee	135.00	1,620.00
LWF	1.67	20.00
TOTAL DEDUCTIONS (B)	INR 1,336.67	INR 16,040.00
TOTAL (A-B)	INR 16,584.17	INR 1,99,010.00
OTHERS	MONTHLY	YEARLY
ESI Employer	583.00	6,996.00
OTHERS TOTAL	583.00	6,996.00
TOTAL	INR 17,167.16	INR 2,06,006.00

Upon confirmation of training completion from Reporting Manager, Department Head, and the People Business Partner, You will be promoted to Software Development Engineer I, Frontend as per the Gross CTC as Rs.336000 Only/-.

Notes:

- 1. You will be eligible for a Group Health Insurance with a coverage of Rs. 3,00,000 and Accidental benefits including Temporary and Partial Disability of Rs. 10,00,000 from 7EDGE
- 2. You have enhanced coverage to a Group Insurance in the form of Super Topup of Rs. 20,00,000 and Accidental benefits including Temporary and Partial Disability of Rs.5,00,000. Powered by Jupiter. T&C applicable.
- 3. At 7EDGE you will also enjoy the benfits of On Demand Salary (ODS) 50% of the salary or Rs. 50,000 whichever is lower powered by Jupiter. T&C applicable.
- 4. Tax Deduction at Source (TDS) as applicable.
- 5. You will be entitled to Gratuity as per the provisions of the Gratuity Act, 1972.



Prajakta Prashant Shetty #3, A wing ,Santhosh CHS Adharwadi Road, Kalyan west Kalyan, Thane Maharashtra - 421301

3rd October 2023

OFFER OF EMPLOYMENT

Dear Prajakta,

We are pleased to extend the offer to you, details to which are as follows :-

- Job Title: Trainee
- CTC: INR 5,50,000 (Indian Rupees Five Lakh Fifty Thousand Only) per annum. Please refer Annexure for complete details
- Holiday: 22 days of privilege leaves in a calendar year. An additional day of privilege leave will be added for completion of each year up to a maximum of 25 leaves cumulatively. This would be credited to your account on the $1^{\mbox{\scriptsize st}}$ of the following calendar year. You can carry-forward a maximum of 5 days of privilege leaves to the subsequent calendar year which needs to be utilized by 31st March.
- Notice period: 90 days
- Joining Date: 19th June 2024
- **Probation Period:** 6 months
- Place of work: Bangalore, India
- Hours of work: UK/US Hours
- Subject to our standard employment contract

Other points for clarification

- You will be on the payroll of Euronext India Private Limited.
- Reasonable expenses incurred when engaged on an assignment outside of India will be covered - this will cover standard expenses such as travel, accommodation and subsistence.
- The terms of this offer are confidential.
- A background check will be performed.
- Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.
- Euronext India reserves the right to terminate your employment with immediate effect on grounds of data security breach, misconduct or when your performance has been found to be unsatisfactory.

Dept. Of Informati Alva's Institute

& Engineering dechnology

Mijar, MODUDIUMI 2574 225 Closs, HSR Layout, Sector 1. Bangakere - \$60102 | India #246, Blue-1 Square, Phase 4, Udyog Vibar, Gurugram - 122016 | India



ANNEXURE

Name	Prajakta Prashant Shetty		
Designation	Trainee		
Salary Components	Amount per Month (INR)	Amount per Annum (INR)	
Basic Salary	13,750	165,000	
House Rent Allowance (HRA)	11,458	137,500	
Leave Travel Allowance (LTA)	5,500	66,000	
Telephone Allowance	4,000	48,000	
Children Education Allowance	400	4,800	
Sodexo Coupons	2,000	24,000	
Gift Vouchers	417	5,000	
Business Attire	917	11,000	
Education Continuity	2,750	33,000	
Car Maintenance	1,800	21,600	
Management Allowance	380	4,564	
Gross Salary	43,372	520,464	
Gratuity Accruals	661	7,937	
Employer Contribution to Provident Fund	1,800	21,600	
Cost to Company (CTC)	45,833	5,50,000	

Company Accomodation: You would be eligible for company arranged accommodation for 7 nights.

As per the Company policy, you will be entitled to Group Medical Insurance of up to INR 5,00,000/- which covers self, spouse and two children.

Additionally, the employee is provided with term life insurance of three times the CTC.

Kind regards,

Chirag Khatter

CEO, Euronext India Private Limited

I accept this after. Projakta. Shetty.



PRAJAKTA. P. SHETTY

C2024112





Refinitiv India Shared Services Private Limited

07 December 2023 Shwetha R Sharma

No.166Y,3rd Main 7th block, 4th phase ,BSK 3rd Stage Bangalore, 560085

Dear Shwetha R Sharma,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with Refinitiv India Shared Services Private Limited, a part of LSEG, London Stock Exchange Group.

This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,

Laura Thurston

Group Head of Global Talent Acquisition & WFP

One World Centre, 12th Floor, Tower 1, 841 Senapati Bapat Marg, Mumbai 400 013, Maharashtra, India, Phone: +91 22 6180 7001, Fax: +91 22 6180 7700, CIN: U72200MH2018FTC309675.

H. O. D.

Dept. Of Information Science & Engineering Alva's Institute of Engg. & Technology Mijar, MOODBIDR! - 574 225

Capgemini

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

Superset ID: 4745090

Letter of Intent ("LOI")

September 10, 2024

Dear Srushti Shivanand Kumathe,

We are pleased to inform that your candidature has been shortlisted for the position of Analyst/A4 with Capgemini Technology Services India Limited (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this

program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure-2**. Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI
 - 1. <u>Pre-onboarding Document Verification:</u> Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

Dept. Of Information Science & Engineering Alva's Institute of Engg. & Technology Mijar, MOODBIDRI - 574 225 applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

- 2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter ("Offer") based on your performance in the assigned pre-onboarding training program and as per the business requirements.
- F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -
 - 1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
 - 2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
 - 3. The business and skill requirement of the Company.
 - 4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
 - 5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.
 - Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).
 - Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

- G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:
 - Any active backlog in your academics discovered pre or post Onboarding training commencement.
 - 2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
 - 3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
 - 4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
 - 5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
 - 6. Any act or omission which is in violation of any Company policy.
 - H This is a highly Confidential and Private document. You are required to treat this LOI 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.
 - You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please <u>click here</u>.

For Capgemini Technology Services India Limited

Puneet Kumra Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Srushti Kumathe, Analyst

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

For Capgemini Technology Services India Limited

Puneet Kumra Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI 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 LOI 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.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

ANNEXURE 2

Documents for LOI acceptance

- 1. SSC Certificate
- 2. HSC Certificate
- 3. Diploma all marksheets
- 4. Diploma provisional certificate/ Degree Certificate
- 5. If Graduation, all Graduation Marksheets and Graduation Degree Certificate
- 6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
- 7. Passport size photo
- 8. Government ID Proof

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



VIPARVA SECURITY LABS

215 Paramanna Layout Nelamangala, Karnataka, 562123

21/06/2024

Offer Letter

Dear Nandan M R.

Congratulations! We are pleased to confirm that you have been selected to work for VIPARVA SECURITY LABS. We are delighted to make you the following job offer:

The position we are offering you is that of **Junior Security Engineer.** On successful conversion to full-time employee, your total cost to the company is 0. This position reports to Abhigyan K.

We would like you to start work on 24/06/24. Please report to Abhigyan K for documentation and orientation. If this date not acceptable, please get in touch with us as soon as possible. On joining, you will be invited to our HR tool (XPayroll), where you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to us by 24/06/24 to let us know if you've accepted this offer.

We are confident you can contribute significantly to the success of VIPARVA SECURITY LABS and look forward to working with you.

Sincerely,

M clandyhur

Chandrashekar M VIPARVA SECURITY LABS

Accepted by, andan M R

Dept. Of Information Science & Engineering Alva's Institute of Engg. & Technology Mijar, MOODBIDRI - 574 225

inexure A

1. Posting and Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department/section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

Probation

You will be on probation for three months, and the probation period can be extended at the discretion of the company. You will continue to be on probation until an order of confirmation has been issued in writing.

3. Employment Terms

Your position is employment for 6 Months with the Company, you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder/debenture holder) in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also only seek membership in local or public bodies if you obtain specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management, 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.

5. Intellectual Property

Suppose you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc., concerning the business/ operations of the Company. Such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down concerning conduct, discipline and other things. You will always be available for the responsibilities and duties attached to your office, and you can just conduct yourself accordingly. You will need to perform effectively to ensure results.

9. Past Records

This appointment letter is based on the information you gave us in your application for employment and during the interviews you had with us. If any statement given or information given by you to the company is false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to remove from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu of that. However, on the confirmation, the services can be terminated from either side by giving one month's (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, effects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

After you resign or terminate your employment, you will also return all company property in your possession.

In addition to the above condition, the service contract may be terminated because of the stipulations mentioned. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform the duties assigned to you by the company.
- For loss of confidence in you by the company for any of the acts committed by you.

you are found guilty of fraud, insubordination or misconduct, whether in performing duties entrusted to you or otherwise.

If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.

If you breach any of the terms of this letter of appointment.

9. Authority

You don't have any authority vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any sort with any second party or third party without seeking the prior permission/approval of the management. As mentioned, any violation to exceed your specified authority will be seriously viewed and disciplinary/appropriate legal action will be taken.

10. Commission Structure

Eligibility

You will be eligible to earn commissions on qualifying sales after successfully completing your two-month probationary period. Furthermore, it is expected that the employee delivers at least 5 quality reach outs a day (assuming leads are available). The commission rates are as follows:

Services: 3% (subject to change at the Company's discretion)

Courses: 3% (subject to change at the Company's discretion)

Please note that these commission rates are subject to change at the Company's discretion. We will provide you with written notice of any changes to the commission rates.

nexure B

is is your expected salary structure.

Salary Component	Monthly	Yearly
Total	0	0

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.







E/HR/OL/2335

Sujan P S, Joldal Palya, Joldal Post, PO Joldal, chikkamagaluru, Karnataka,-577130..

Dear Sujan PS,

Welcome to Everi!

It Gives us immense pleasure in inviting you to join Everi India Private Limited. We believe that the growth of the organization is fueled by the energy and enthusiasm of the people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create truly global Organization.

We are pleased to inform you that you have been offered an employment in Everi India as Trainee at Mangalore, India.

This offer is valid till 22/07/2024.

We wish to share with you the detailed terms and conditions which will govern your employment with Everi and also Associate related guidelines applicable to all the employees including you. All these terms and conditions are subjected to change based on business requirements and you shall abide by the updated policies. Please note that your appointment is subjected to background check and pre-employment checks as applicable.

Terms and Conditions

1. Working Hours:

Everi India observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are 9 hours per day including Recess/Lunch break of 1 hour. Employees are expected to follow local working hours and holiday calendar while they have visited/deputed to other office in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, Everi India shall initiate appropriate disciplinary action against the Associate as per Everi India Policy.

Dept. Of Information Science & Engineering Alva's Institute of Engg. & Technology Mijar, MOODBIDRI - 574.22

Everi India Private Limited

Registered Office: III Floor, Bhandari Heights, Opp. Indian Oil, Kottara, MANGALORE Dakshin Kannada-575013

Branch Office: 2nd Floor, Elnet software City, Rajiv Gandhi Salai, Taramani, Chennai-600113

Branch Office: 8th floor, Smartworks, Forming part of Sy No 83/1, Hyderabad Knowledge City, TSIIC Raidurg Panmaktha, Serilingampally Mandal, Plot No 1, Hitech City Main Rd, Gachibowli, Hyderabad, Telangana 500081.

www.everi.com





2. Employment Terms:

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- a) Service Rules: Your services in Everi India private limited will be governed by the service rules and regulations, which are in force, or which would be brought into force time to time, as applicable to all the employees of the company. Policies are guidelines are made taking into consideration company's best interests from time to time. you are advised to adhere to the policies during your employment with the company.
- b) Full Time Work: Your position is full time employment, and you shall devote yourself exclusively to the business of the company. You will not take up any other work part /full time or directly or indirectly in any other trade or business without the prior written consent from the company during your tenure with Everi1. You will devote your whole time and attention and abilities to the business of the Company and shall serve the Company honestly and faithfully carry out all lawful directions and orders of the company in discharge of your duties. The Company shall be entitled in its absolute discretion to change your designation.
- c) Probation: Freshers (Only) will be on probation, for Six months, which may be extended or reduced at the sole discretion of the Management. The offer is terminable either by the Management or by you with one month notice during this period. On completion of the probation period, till such time that you are intimated in writing about your confirmation, you will be on probation.
- d) Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency, and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in this document, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein
- e) Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.
- f) Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Everi and shall keep any information of Everi, whether written or oral, confidential. Please note that the terms and conditions of your services with Everi shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken. If required by Everi, you will





sign further confidentiality agreements or the like to further protect the interest of Everi. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

g) Transfer: Employment is subject to change of location within India/abroad as required by the business requirements during the complete tenure of the employment with Everi.

3. Salary & Benefits:

Your Gross Salary will be INR Seven Lakh (in words).

- a) Employees are liable to pay all taxes and liabilities as required under Indian Tax Laws. With the exception of the obligation to withhold taxes from your remuneration, Everi assumes no responsibility for your personal tax affairs. The tax liability/ies during any posting abroad would be indicated separately.
- b) Contributions to provident fund will be made at the rate of 12% of monthly base salary. There will be a matching statutory contribution of 12% of monthly base salary by the company.
- Gratuity will be provided at the rate of 15 days of base salary for every year of service, to be availed
 of only after five years of service
- d) Medical & Life insurance benefits are provided.

4. Notice Period & Termination:

Your employment is subject to termination by either party by giving 90 days' notice or 90 days salary in lieu of notice period. Notice period, while on probation is 30 days,

The Company shall have the right of immediate termination of your services without giving you 90 days' notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof.

You will retire from the services of the Company on attaining the age of 60 years.





5. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

Yours sincerely, for Everi India Private Limited.,

Saravanan Jaganathan

PeopleOps Sr Manager

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary, accept the same irrevocably and unconditionally. I agree to update myself of all company policies.

Name: Sujan P S

Signature: {{Candidate_Sign}}

Date: 22/07/2024





Name:

Sujan PS

Designation:

Trainee

Location:

Mangalore

S.No	Components	Monthly	Annual
1	Basic	23,333	2,80,000
2	HRA	9,333	1,12,000
3	Food Coupons	2,200	26,400
4	Other Allowance	20,667	2,48,000
5	Company's contribution to PF*	2,800	33,600
	s Compensation	Control of Section 2	7,00,000
6	Gratuity	SOLUTION	13,468
Total Remun	The second secon		7,13,468

^{*}PF is contributed at 12% of Basic and subject to government regulations

Family Medical Insurance Coverage - 7,50,000 per annum.

Congratulations

25 July 2024

C09701484

Tejas Raghuchandra Rao

2-111, Mandara Madhava Rao Compound behind Nikhil Complex Hosabettu, Surathkal

Dear Tejas Raghuchandra Rao,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12 Job Title - Packaged App Development Associate Job Family Group - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- · Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- · Annexure 3 for Remote working condition Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- · Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: Teiat R

Dept. Of Information Science & Engineering rechnology Alva's Institute of Care

Mijar, MOODBIDKI - 574 225

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000/-.

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

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test/and/or any other verifications based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests/and/or any other verifications as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test/and/or any other verifications, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

if we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Tejas, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact CHAITRA H S at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

[Lalishni

Lakshmi C

Managing Director and Lead, Human Resources, Accenture in India

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Date: Jul 25, 2024

ANNEXURE 1: COMPENSATION & BENEFITS

Fotal Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 32,555/-
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,655/-
(D)##Additional Discretionary Reimbursements	5
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	е
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15 discount on the fair market value	

*Total Cash Compensation Elements

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers As per tridien Provident Fund (PF) regulations, mismoership to the Frontient Contribution to PF will be deducted and submitted to the Exemptions if any shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the Exemptions if any shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the Exemptions if any, shall be as per the existing law. Appropriate employees comments from time to time). Withdrawal (if any) from regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). requisitors by the Company as per apparation are subject to government approvals and prevailing laws (amended from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time.

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

In company Dollow	Coverage for	Coverage Amount	Premium paid by
Insurance Policy Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

- 1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000/- per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
- b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000/- and siblings up to INR 10,00,000/-. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to INR 30,00,000/-. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
- c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
- 10% of such claims for self, spouse /partner and 4 dependent children
- · 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan

Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer

Personal Accident coverage for self, up to three times your annual fixed compensation.

- a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
- 3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-
- a You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
- 4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.
- #(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion
- ##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.
- 5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE
- *Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.
- 6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of INR 25,000/- in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of 12 months of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions, and on its discretion waive a recovery.

 Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

in case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2,500/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

· Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.

• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence

Expenses towards movement of one vehicle including Road Tax / Octroi

Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type -Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company.

Any shortfalls will be adjusted against any further amounts due and payable to you

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 2 : REQUIRED DOCUMENTATION

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- · PAN card copy (mandatory to be submitted on day 1)
- · Document/s containing start date and end date of the last two employers
- · Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- · Relieving Letters from previous employer
- · UAN Number and PF Statement for your last two employments before Accenture
- Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
- Experience Certificate from 2 previous employers (if relieving letters not submitted)
- · Passport copy , if available (if not please apply immediately)
- · Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

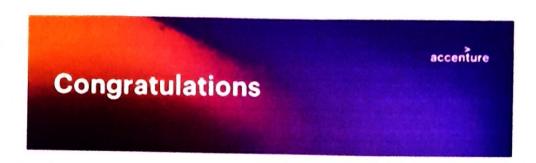
While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- · I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- · I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- · I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- · I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- · I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

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(0)



27 February 2024

C06275978

Varsha AM

Alva's Institute of Engineering and technology, Mijar, Moodabidri

Dear Varsha AM.

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level • 12

Job Title • Packaged App Development Associate

Job Family Group • Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- · Annexure 2 for documentation to be submitted by you.
- · Annexure 3 Remote working condition Declaration
- Annexure 4 for declaration
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

Candidate's Signature

Dept. Of Information 8 Engineering (echnology Alva's Institute Mijar, MOODBILDER - 574 225



3/4/24, 9:16 AM



4AL20IS007 _ASHWINI.M <4al20is007@gmail.com>

Wed, Jan 31, 2024 at 12:28 AM

Internship offer letter for Ashwini

manoj prabhakaran <manoj@underwings.in>

To: "4al20is007@gmail.com" <4al20is007@gmail.com>

Cc: contact@underwings.in

Dear Ashwini,

We are pleased to offer you an internship opportunity at Underwings Technology Pvt Ltd. Your demonstrated skills and potential make you an ideal candidate for this role, and we look forward to welcoming you to our team. The internship will commence on February 02, 2024, and the duration will be four months, concluding on June 30, 2024.

Internship Details:

Position: Intern - Developer Work Location: On-site

During your internship, you will have the chance to gain valuable experience in Development and work alongside our talented team. Your performance during this period will be closely monitored and evaluated. If your performance meets our expectations, we will consider offering you the opportunity to convert to a developer role.

Performance Evaluation:

Your performance will be assessed based on the following criteria:

- Quality of work and contributions to projects.
- Ability to collaborate effectively with team members.
- Adaptability and willingness to learn.
- Punctuality and attendance.

If you meet our performance criteria, we will offer you a developer position at the end of your internship. The terms and conditions of the full-time role will be discussed at that time.

Internship Policies:

Please note that during the internship, you will be required to adhere to our company policies, reflecting our professional values. You will receive a detailed copy of these policies upon your joining date. To accept this internship offer, please reply to this email with your "acceptance."

Points to remember before filling it out:

- Kindly fill in all the information in the attached form and reply to all in this email.
- Please read the instructions completely before starting to fill it out.
- . If you have any doubts, kindly clarify with HR before filling it out. As all the given information will be used for statutory compliance, please double-check the spelling and spacing in names and dates.
- Don't forget to attach all the necessary documents.

As soft copies in this email, please provide:

- 1. Aadhar Card
- 2. PAN Card
- 3. Academic Certificates:
 - Highest degree certificate
 - 12th Marksheet
 - 10th Marksheet

Dept. Of Inform tion Science & Engineering Alva's Institute of Engg. & Technology Mijar, MOODBIDRI - 574 225

- Additional Address Proof (any one of the below):
 - Driving license

4, 9:16 AM

Gmail - Internship offer letter for Ashwini

- Passport
- · Smart Card (Ration card)
- Voter ID
- 5. Filled Employee Data form attached to this email
- 6. Recent photograph

We are excited to have you on board as an intern, and we anticipate a successful collaboration. Please feel free to reach out if you have any questions or require further information.

Manoj Prabhakaran D

Managing Director, Underwings Infotech.

92/2, Narayana nagar 2nd Block, Doddakallasandra, Bangalore - 560062 +91 81110 50004, manoj@underwings.in www.underwings.in





VIPARVA SECURITY LABS

215 Paramanna Layout Nelamangala, Karnataka, 562123

21/06/2024

Offer Letter

Dear Nandan M R.

Congratulations! We are pleased to confirm that you have been selected to work for VIPARVA SECURITY LABS. We are delighted to make you the following job offer:

The position we are offering you is that of **Junior Security Engineer.** On successful conversion to full-time employee, your total cost to the company is 0. This position reports to Abhigyan K.

We would like you to start work on 24/06/24. Please report to Abhigyan K for documentation and orientation. If this date not acceptable, please get in touch with us as soon as possible. On joining, you will be invited to our HR tool (XPayroll), where you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to us by 24/06/24 to let us know if you've accepted this offer.

We are confident you can contribute significantly to the success of VIPARVA SECURITY LABS and look forward to working with you.

Sincerely,

M clandyhur

Chandrashekar M VIPARVA SECURITY LABS

Accepted by,

Dept. Of Information Science & Engineering Alva's Institute of Engg. & Technology Mijar, MOODBIDRI - 574 225

inexure A

1. Posting and Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department/section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

Probation

You will be on probation for three months, and the probation period can be extended at the discretion of the company. You will continue to be on probation until an order of confirmation has been issued in writing.

3. Employment Terms

Your position is employment for 6 Months with the Company, you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder/debenture holder) in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also only seek membership in local or public bodies if you obtain specific permission from the Management.

4. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management, 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.

5. Intellectual Property

Suppose you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc., concerning the business/ operations of the Company. Such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down concerning conduct, discipline and other things. You will always be available for the responsibilities and duties attached to your office, and you can just conduct yourself accordingly. You will need to perform effectively to ensure results.

9. Past Records

This appointment letter is based on the information you gave us in your application for employment and during the interviews you had with us. If any statement given or information given by you to the company is false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to remove from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu of that. However, on the confirmation, the services can be terminated from either side by giving one month's (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, effects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

After you resign or terminate your employment, you will also return all company property in your possession.

In addition to the above condition, the service contract may be terminated because of the stipulations mentioned. This will be without payment of any compensation.

- If you fail, refuse or neglect to carry out and perform the duties assigned to you by the company.
- For loss of confidence in you by the company for any of the acts committed by you.

you are found guilty of fraud, insubordination or misconduct, whether in performing duties entrusted to you or otherwise.

If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.

If you breach any of the terms of this letter of appointment.

9. Authority

You don't have any authority vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any sort with any second party or third party without seeking the prior permission/approval of the management. As mentioned, any violation to exceed your specified authority will be seriously viewed and disciplinary/appropriate legal action will be taken.

10. Commission Structure

Eligibility

You will be eligible to earn commissions on qualifying sales after successfully completing your two-month probationary period. Furthermore, it is expected that the employee delivers at least 5 quality reach outs a day (assuming leads are available). The commission rates are as follows:

Services: 3% (subject to change at the Company's discretion)

Courses: 3% (subject to change at the Company's discretion)

Please note that these commission rates are subject to change at the Company's discretion. We will provide you with written notice of any changes to the commission rates.

nexure B

is is your expected salary structure.

Salary Component	Monthly	Yearly
Total	0	0

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.