amazon

22 January 2021

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Vishal Nayak
Address: A-1, Plot No. 15, Akurli Brahmagiri CHS LTD Mhada Colon, Akurli Road 1, Lokhandwala Complex, Kandivali East, Mumbai, 400101

This letter is to confirm that **Vishal Nayak** is currently employed at Amazon Internet Services Private Limited.

Vishal Nayak is employed as a **Cloud Support Associate (DMS)** and commenced employment with Amazon on **18 January 2021**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Internet Services Private Limited

Kind Regards,

ABasu

Arijit Basu
Sr. Manager, HR Operations – HR Services

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

amazon | Internet Services Private Limited

OFFER CUM APPOINTMENT LETTER

Vishal Nayak
A-1, Plot No. 15, Akurli Brahmagiri CHS LTD Mhada Colony, Akurli Road 1, Lokhandwala Complex, Kandivali East
Mumbai – 400101
MH
IN

Dear Vishal,

On behalf of **Amazon Internet Services Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Cloud Support Associate** at **Hyderabad**, India.
Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **18-Jan-2021**.

2. Duties

2.1 You will be employed in the position of **Cloud Support Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change

REGISTERED OFFICE :
Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 - 3342 0300, Fax : +91 - 80 - 3062 5685
CIN : U72200DL2011FTC227638

Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

2.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

5. Remuneration

5.1 Your Annual Base Pay will be **Rs.800,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your Base Pay will

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be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

5.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies and Procedures/ Confidentiality, Non-competition and Invention Assignment Agreement, or your failure to return Amazon India's property.

5.3 You will also receive a sign-on bonus of Rs.**300,000** for the first year and Rs.**200,000** for the second year, which will be paid in twelve monthly instalments, starting at the end of your first month of employment, subject to your continued employment with the Company. The said bonus amount will be payable in accordance with the Company's standard payroll practice and subject to withholding applicable taxes. If your employment with the Company is terminated for any reason during your first two years of employment, the said monthly payments will cease after the date of termination and you will not be entitled to any further payments.

6. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

The Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to enable Amazon India to make the EPF contributions, Amazon India will collect a copy of your e-aadhar, which needs to be uploaded by you on Amazon HRS tool prior to commencement of your employment with Amazon India. Foreign Nationals / Overseas Citizens of India shall be required to provide a copy of the first and last page of their valid passport for this purpose.

You acknowledge and provide your consent to Amazon India to use your aadhaar/e-aadhaar or passport (as the case may be) during the tenure of your employment with Amazon India for the purpose of any other requirement under a Government scheme or benefit that may mandate

REGISTERED OFFICE :
Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 - 3342 0300, Fax : +91 - 80 - 3062 5685
CIN : U72200DL2011FTC227638

Hashedin
Technologies Pvt. Ltd

U72200KA2010PTC055702

#459, 17th Cross, 14th Main, Sector4,
HSR Layout, Near BDA Complex, Bangalore - 5601

Marsh Vishal Lobo
Bangalore
Email ID:marsh.lobo.82@gmail.com
Phone: 7760460129

Date: 15th November 2019

Dear Marsh Vishal Lobo,

Greetings from **HashedIn Technologies!**

We are pleased to offer you an appointment for Internship with a tentative joining date as of 3rd Feb 2020 till 3rd August 2020 with HashedIn Technologies Private Limited ("Company"). During the internship period, you will be entitled to receive a stipend of Rs.21,200/- per month (Rupees Twenty One Thousand and Two Hundred Only), subject to applicable taxes. Over that, you will get benefits like health insurance, flexible timing and home-like meals direct worth Rs 4200/- p.m. free of cost from HashedIn kitchen.

This will be followed by a job offer of **Software Engineer** at **Band 7** upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of **INR 8,00,000/-** (Rupees Eight Lakhs Only). You can refer to the following table for the breakup.

CTC Breakup	Amount
Fixed Component	INR 6,00,000
Variable Performance Bonus	Up to INR1,00,000
Joining Bonus *INR 40,000 – Payable with 1st month salary in Aug 2020 **INR 60,000 – Payable with 12th month salary in Aug 2021	INR 1,00,000
Total Cost to Company	**INR 8,00,000**

* First joining bonus is paid in the 1st year with 1st month salary. ** Second bonus is paid at the end of the first year with 12th month salary. If the candidate does not complete 1 year from the date of payment, the joining bonus amount is to be returned and will be adjusted in full and final settlement.

We are committed to providing you with suitable training, mentoring and support to prepare you to enter and succeed in the target position. Your performance will be evaluated on a half-yearly basis.

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Hashedin
Technologies Pvt. Ltd

U72200KA2010PTC055702

#459, 17th Cross, 14th Main, Sector4,
HSR Layout, Near BDA Complex, Bangalore - 5601

We are confident you will be able to make a significant contribution to the success of our company and look forward to getting you onboard soon.

Please confirm your acceptance by signing and sending a scanned copy by 5 PM tomorrow.

Intern

( )
Marsh Vishal Lobo

HashedIn Technologies Pvt. Ltd.

( )

Thanmayi Devaladakere
HR Manager
#459,17th cross,14th main,
Bengaluru 560102

SYNOPSYS®

SYNOPSYS SOFTWARE INTEGRITY SOLUTIONS (INDIA) PRIVATE LIMITED
#9, 4TH FLOOR, I BLOCK, PRESTRIE BLUECHIP,
HOSUR MAIN ROAD, OPP CHRIST COLLEGE,
BANGALORE- 560 029

Payslip for the month of Dec 2020

Employee Code	43304	Payable Days	31
Employee Name	Javahar S Ghoubam	Paid Days	31
Designation	Security Services Associate	Arrear Days	0
Department	SOFTWARE INTEGRITY GROUP	Joining Date	03-Jan-2020
Bank Name	Canara Bank	PAN	DEBPG8355C
Bank Account Number	0556101072444	Location	Bangalore
UAN	101618748953	Grade	04
Joining Date for Gratuity	07-Sep-2020	Site Code	IN32

Earning Heads	Earnings	Deduction Heads	Deductions
	Amount		Amount
Basic	16,500.00	Provident Fund	1,980.00
Basic Arrear	1,500.00	Provident Fund Arrear	180.00
House Rent Allowance	7,500.00	Profession Tax	200.00
Special Allowance	15,270.00	Income Tax	8,310.00
Special Allowance Arrear	2,070.00		
Special Recognition	25,000.00		
Total Earnings	**67,840.00**	**Total Deduction**	**10,670.00**

Net Salary : Rs. 57170/- (Rs. Fifty Seven Thousand One Hundred Seventy Only)

Note : This is a computer generated statement and does not require any signature or stamp.

Powered by Payspace Consultancy Ltd.

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

SYNOPSYS®

Private and Confidential

September 01, 2020
Javahar S Goutham

Dear **Javahar**

We take great pleasure in offering you an opportunity for full-time employment position with **Synopsys in India** ("Synopsys India" or the "Company"), in the position of **Security Services Associate** in **Job Grade 64**

Please refer to the following attachments:
Annexure I: Target employment cost
Annexure II: Summary of currently applicable benefits
Annexure III: Terms and conditions of employment with Synopsys India

The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till **September 03, 2020** and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.

Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

G Bhat, Sushma (sgbhat-IN-HR)

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Annexure II

Name	Javahar S Goutham		
Business Group	SIG		
Grade	64		
Designation	Security Services Associate		
	Monthly	Annual	
Basic	15,000	1,80,000	
FBP	20,700	2,48,400	
PF	1,800	21,600	12% of basic
Annual Base Salary (A)	**37,500**	**4,50,000**	
CIP @ 8% (B)		36,000	
TCOMP (A+B)		**4,86,000**	

Benefits			
Gratuity		15,000	1 month basic
Lunch & Snacks		31,000	
Mediclaim Hospitalization Ins, P.A cover, Group Life ins cover.		34,750	
Interest free loan Subsidy		19,000	Approx
Earn Leave Encashment		25,568	Encashed on separation
Wellness Program		15,000	
ESPP Returns		10,935	15% discount
Total Benefits		**1,51,253**	

All payments and benefits shall be subject to tax to be deducted at source by Synopsys India. In case of any shortfall in tax withholding, you shall be responsible to pay the differential amounts. Synopsys India reserves the right to revise salary and/or your compensation structure from time to time. In addition, Synopsys India reserves the right to increase the amount of contributions / deductions (including provident fund contributions), as required by applicable law, in which the salary / Target Employee Cost components shall be reduced proportionately.

** Subject to the terms of the variable compensation plan. Please note that the amount is payable at the sole discretion of the Company and subject to achievement of the parameters as laid down in the variable compensation plan.

*** This is only an estimated valuation of the some of the currently applicable benefits. The amounts indicated are the costs that the Company is likely to incur in relation to each benefit, and may not be payable by the Company to you. It is further clarified that the benefits do not form part of the employee's salary / compensation and accordingly cannot be claimed by an employee. Please refer to Annexure II (read along with relevant Company policy) for more information on some of the benefits listed herein.

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September 14, 2020
Anitha Lakshmi T N

Dear **Anitha**

We take great pleasure in offering you an opportunity for full-time employment position with **Synopsys in India** ("Synopsys India" or the "Company"), in the position of **Security Services Associate** in **Job Grade 64**

Please refer to the following attachments:
Annexure I: Target employment cost
Annexure II: Summary of currently applicable benefits
Annexure III: Terms and conditions of employment with Synopsys India

The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till **September 15, 2020** and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.

Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

G Bhat, Sushma (sgbhat-IN-HR)

H.O.D.
Dept. Of Computer Science & Engineering
Ain Institute of Engg. & Technology
MOODBIDRI - 574 225

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Annexure II

Name	Anitha Lakshmi T N		
Business Group	SIG		
Grade	64		
Designation	Security Services Associate		
	Monthly	Annual	
Basic	15,000	1,80,000	
FBP	20,700	2,48,400	
PF	1,800	21,600	12% of basic
Annual Base Salary (A)	**37,500**	**4,50,000**	
CIP @ 8% (B)		36,000	
TCOMP (A+B)		**4,86,000**	
Benefits			
Gratuity		15,000	1 month basic
Lunch & Snacks		31,000	
Mediclaim Hospitalization Ins, P.A cover, Group Life ins cover.		34,750	
Interest free loan Subsidy		19,000	Approx
Earn Leave Encashment		25,568	Encashed on separation
Wellness Program		15,000	
ESPP Returns		10,935	15% discount
Total Benefits		**1,51,253**	

All payments and benefits shall be subject to tax to be deducted at source by Synopsys India. In case of any shortfall in tax withholding, you shall be responsible to pay the differential amounts. Synopsys India reserves the right to revise salary and/or your compensation structure from time to time. In addition, Synopsys India reserves the right to increase the amount of contributions / deductions (including provident fund contributions), as required by applicable law, in which the salary / Target Employee Cost components shall be reduced proportionately.

** Subject to the terms of the variable compensation plan. Please note that the amount is payable at the sole discretion of the Company and subject to achievement of the parameters as laid down in the variable compensation plan.

*** This is only an estimated valuation of the some of the currently applicable benefits. The amounts indicated are the costs that the Company is likely to incur in relation to each benefit, and may not be payable by the Company to you. It is further clarified that the benefits do not form part of the employee's salary / compensation and accordingly cannot be claimed by an employee. Please refer to **Annexure II** (read along with relevant Company policy) for more information on some of the benefits listed herein.

SYNOPSYS®

September 14, 2020

Anitha Lakshmi T N

Subject: Joining Bonus

Dear **Anitha**

This is with reference to our offer of employment dated **September 14, 2020.**
As a part of our offer, we are extending a sign on bonus of **INR 2,00,000/-** subject to applicable taxes and deductions.

On joining you will be paid 100% amount upfront. Your receipt of sign on bonus is subject to the following conditions:

- If you resign or are terminated for a Cause prior to completion of **24 months** from the date of hire, you will be required to repay the full bonus amount received, to the company.
- The offer of this Bonus and your undertaking of performance to satisfy the conditions necessary to receive the Bonus do not alter the nature of your at-will employment relationship with the Company, and either you or Synopsys may terminate your employment at any time for any reason with or without notice.

Your signature below acknowledges this condition and signifies acceptance of these terms.

Wishing you all the best,

G Bhat, Sushma (sgbhat-IN-HR)

Date of acceptance: _____

Signature: _____

Name: **Anitha Lakshmi T N**

EVRY

EVRY India Pvt. Ltd.
CIN: U72200KA2006PTC038899

ISO 9001:2015 | ISO/IEC 27001:2013
CMMI DEV ML5 | CMMI SVC ML5 | PCI-DSS

October 17, 2019

Private and Confidential

Safeeq Bidarkundi
Alva's Institute of Engineering and Technology, Moodabidri

Dear Safeeq Bidarkundi,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY India Pvt. Ltd**. You are expected to join on **July 1, 2020** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. Your offer for employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of employment will cause serious losses to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. July 1, 2020),** you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. July 1, 2020)**, you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the Agreement and the Company shall be entitled to take all measures to enforce its rights at law and in equity.

Working Hours:

The work timings are at the sole discretion of the Management. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

EVRY

Annexure I

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

EVRY

Note:

1. Gratuity will be paid as per the Gratuity Act - eligible after completion of 5 Years of Service

Other Benefits:

1. You would be covered under Personal accidental insurance up to maximum of 1 Year CTC.

1. You would also be covered for Group Mediclaim for a sum of Rs.3 Lakhs which covers your immediate family (Spouse and Kids). You are eligible to include your parents in this coverage, by paying 50% of the premium amount, where the rest 50% is covered by the company.

for EVRY India Pvt. Ltd.

Vinu Sekhar R J
Vice President – Human Resources

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July 24, 2020
Sumana Rehman

Dear **Sumana**

We take great pleasure in offering you an opportunity for full-time employment position with **Synopsys In India** ("Synopsys India" or the "Company"), in the position of **Security Services Associate** in **Job Grade 64**

Please refer to the following attachments:
Annexure I: Target employment cost
Annexure II: Summary of currently applicable benefits
Annexure III: Terms and conditions of employment with Synopsys India

The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till **July 27, 2020** and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.

Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

G Bhat, Sushma (sgbhat-IN-HR)

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

SYNOPSYS®

Annexure II

Name	Sumana Rehman		
Business Group	SIG		
Grade	64		
Designation	Security Services Associate		
	Monthly	Annual	
Basic	15,000	1,80,000	
FBP	20,700	2,48,400	
PF	1,800	21,600	12% of basic
Annual Base Salary (A)	**37,500**	**4,50,000**	
CIP @ 8% (B)		36,000	
TCOMP (A+B)		**4,86,000**	
Benefits			
Gratuity		15,000	1 month basic
Lunch & Snacks		31,000	
Mediclaim Hospitalization Ins, P.A cover, Group Life ins cover.		34,750	
Interest free loan Subsidy		19,000	Approx
Earn Leave Encashment		25,568	Encashed on separation
Wellness Program		15,000	
ESPP Returns		10,935	15% discount
Total Benefits		**1,51,253**	

All payments and benefits shall be subject to tax to be deducted at source by Synopsys India. In case of any shortfall in tax withholding, you shall be responsible to pay the differential amounts. Synopsys India reserves the right to revise salary and/or your compensation structure from time to time. In addition, Synopsys India reserves the right to increase the amount of contributions / deductions (including provident fund contributions), as required by applicable law, in which the salary / Target Employee Cost components shall be reduced proportionately.

** Subject to the terms of the variable compensation plan. Please note that the amount is payable at the sole discretion of the Company and subject to achievement of the parameters as laid down in the variable compensation plan.

*** This is only an estimated valuation of the some of the currently applicable benefits. The amounts indicated are the costs that the Company is likely to incur in relation to each benefit, and may not be payable by the Company to you. It is further clarified that the benefits do not form part of the employee's salary / compensation and accordingly cannot be claimed by an employee. Please refer to **Annexure II** (read along with relevant Company policy) for more information on some of the benefits listed herein.

SYNOPSYS®

July 24, 2020

Sumana Rehman

Subject: Joining Bonus

Dear **Sumana**

This is with reference to our offer of employment dated **July 24, 2020.**

As a part of our offer, we are extending a sign on bonus of **INR 2,00,000/-** subject to applicable taxes and deductions.

On joining you will be paid 100% amount upfront. Your receipt of sign on bonus is subject to the following conditions:

- If you resign or are terminated for a Cause prior to completion of **24 months** from the date of hire, you will be required to repay the full bonus amount received, to the company.
- The offer of this Bonus and your undertaking of performance to satisfy the conditions necessary to receive the Bonus do not alter the nature of your at-will employment relationship with the Company, and either you or Synopsys may terminate your employment at any time for any reason with or without notice.

Your signature below acknowledges this condition and signifies acceptance of these terms.

Wishing you all the best,

G Bhat, Sushma (sgbhat-IN-HR)

Date of acceptance: _____

Signature: _____

Name: **Sumana Rehman**

TEKsystems
Global Services

BLR/2020/C/OFE/053

15th July 2020

OFFER FOR EMPLOYMENT

Ms. Divyashree Naik
Alva's College
Moodubidire, Karnataka.

Dear Divyashree,

We are extremely pleased to offer you the position of a "**Trainee Engineer**" with the TEKsystems Global Services Pvt Ltd., (TGS). The offer, terms and conditions of your employment contract at TGS are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your Employment will commence on or before "**4th October 2020**" or such date as may be mutually agreed. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date within 5 calendar days from the date of the offer, this offer will be withdrawn.

Any change of joining date must be communicated to the recruiter at least 5 calendar days prior to your original joining date. The new joining date must be a working weekday (except Saturday & Sunday) and should be no later than 5 calendar days from the joining date specified above.

Compensation

Your annual total Salary (Fixed + Variable pay) will be of **INR 6,00,000/- (Rupees Six Lakhs Only)** and includes a Variable Pay of **INR. 100000/- (Rupees One Lakh Only)** . Tax at the applicable rate shall be deducted at source from your salary. The break-up of the compensation structure is mentioned in Annexure -A.

H. O. D.
Dept. of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Location

Your initial place of posting will be in **BENGALURU**, however, should a need arise you may be transferred or expected to travel to any of our offices/client locations.

TEKsystems
Global Services

Employee Name: Divyashree Naik				
Designation: Trainee Engineer				
Annexure - A				
	Per Month		Per Annum	
Break Up Particulars	Option-1	Option-2	Option-1	Option-2
	PF 12% on basic	PF minimum		
Basic	20834	20834	250002	250002
House Rent Allowance	8333	8333	100001	100001
Food Coupons (Optional)	2200	2200	26400	26400
Telephone Allowance	1000	1000	12000	12000
LTA	1736	1736	20834	20834
Provident Fund-Employer	2500	1800	30000	21600
Family Health Insurance	1273	1273	15277	15277
Special Allowance	3791	4491	45486	53887
Fixed Salary (A)	41,667	41,667	500000	500000
Performance Bonus payable along with Sept & March Salary (B)			100000	100000
Total Salary (Fixed + Variable) (A) + (B)			600000	600000

***Consolidated deferred Variable pay of INR 2 Lakh will be made only at the end of 24 months of service.**

EVRY

EVRY India Pvt. Ltd.
CIN: U72200KA2006PTC038899

ISO 9001:2015 | ISO/IEC 27001:2013
CMMI DEV ML5 | CMMI SVC ML5 | PCI-DSS

October 17, 2019

Private and Confidential

Namratha C
Alva's Institute of Engineering and Technology, Moodabidri

Dear Namratha C,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY India Pvt. Ltd**. You are expected to join on **July 1, 2020** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. Your offer for employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of employment will cause serious losses to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. July 1, 2020)**, you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. July 1, 2020)**, you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the Agreement and the Company shall be entitled to take all measures to enforce its rights at law and in equity.

Working Hours:

The work timings are at the sole discretion of the Management. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

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Alva's Institute of Engg. & Technology

EVRY

Annexure I

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

EVRY

Note:

1. Gratuity will be paid as per the Gratuity Act - eligible after completion of 5 Years of Service

Other Benefits:

1. You would be covered under Personal accidental insurance up to maximum of 1 Year CTC.

1. You would also be covered for Group Mediclaim for a sum of Rs.3 Lakhs which covers your immediate family (Spouse and Kids). You are eligible to include your parents in this coverage. by paying 50% of the premium amount, where the rest 50% is covered by the company.

for EVRY India Pvt. Ltd.

Vinu Sekhar R J
Vice President – Human Resources

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novo nordisk

04 January 2021

Vishwas Acharya
2-B, Janmari Mata, Cottage No 4
Marve Road, Malad West
Mumbai - 400095

Dear Vishwas Acharya,

EMPLOYMENT WITH NOVO NORDISK SERVICE CENTRE (INDIA) PVT. LTD.

We are pleased to offer you employment as **Associate Business Analyst** in Global IT GBS, at **Novo Nordisk Service Centre (India) Private Limited** (hereinafter referred to as 'the Company') on the following terms and conditions:

COMMENCEMENT OF EMPLOYMENT

You will be based at Bengaluru and will report to the EA and Manager PMO based at Bengaluru, unless otherwise required for the performance of duties specified hereunder. You will be on probation for a period of six (6) months from the date of joining the Company. However the management reserves the right to extend the probation period to such further duration as it considers appropriate to which effect a written communication shall be issued to you before the completion of the probation period. You will be deemed to be confirmed at the completion of the probation period if you do not receive a written communication to the contrary.

PERFORMANCE OF DUTIES

1. The Company expects you to perform duties allotted to you on joining the services of the Company and such other duties as may be assigned to you from time to time, by the Company

   a) In a socially and environmentally responsible manner;

   b) Follow the instructions and orders given to you by or on behalf of the Company by any officer having the power to give such instructions and orders in relation to your employment and job functions;

   c) Faithfully safeguard the interests of the Company;

   d) Comply with the general regulations and special instructions issued to you;

   e) During the period of your employment, you are required to devote your full time and attention exclusively to your duties with the Company and to the furtherance of the Company's interest. You shall not without the prior consent in writing of the Company, engage yourself in any trade, business, occupation or any other activity;

   f) We would expect you to adhere to all Company policies and procedures whether written or oral, and always act in the best interests of the Company. As an employee of our

H. O. D
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology

Registered Office:
Novo Nordisk Service Centre (India) Private Limited.
2nd floor Prestige Featherlite Tech Park
Plot No. 148, EPIP Area 2nd Phase, Whitefield,
Bangalore - 560066
Karnataka

Tel:
+91 80 39988400
Fax:
+91 80 39948022

Website:
www.novonordisk.com
CIN: U74990KA2011PTC057129
Email: gscsupportmgmt@novonordisk.com

DocuSign Envelope ID: 2DB098B1-099F-49FF-9070-D9C3DC0870BB

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ANNEXURE 1

Name : **Vishwas Acharya**
Designation : **Associate Business Analyst**

Salary Components	**Amount (INR)**
Basic	231,360
House Rent Allowance	115,680
Exgratia/Bonus	37,000
Leave Travel Allowance[1]	15,000
Special Allowance	82,960
Total Guaranteed Salary per annum (A)	**482,000**
Retirals	
Co's contribution to PF @ 12% of basic	27,763
Gratuity	11,128
Total Retirals per annum (B)	**38,891**
Total Fixed Salary per annum (A + B)	**520,891**
Variable Pay	
Short Term Incentive (STI) at 100% achievement[2]	48,200
Total Variable Pay p.a. at 100% achievement (C)	**48,200**
TOTAL COST TO COMPANY (A+B+C)	**569,091**

[1]Leave Travel Allowance will be paid monthly post deduction of applicable tax. Tax will be exempted on submission of relevant proofs.

[2]Short Term Incentive (STI) will be based on guidelines of the Company and will depend on performance for the period January to December and management discretion. For employees joining during the year, Short Term Incentive (STI) will be paid subject to serving a minimum of three months during the plan period.

*Employees not using company transportation will be eligible for transport allowance of INR 30,000 per annum and paid monthly along with payroll and will be taxable as per the Tax regulations, refer clause 33 for more details.

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diabetes®

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Vishwas Acharya

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life-
changing
careers

novo nordisk

03-Dec-20

Personal & strictly confidential

Dear Ravish

It is with great pleasure that we extend to you this offer of employment with Novo Nordisk Service Centre India Private Ltd. as Associate Business Analyst and your job location will be in Bangalore.

Your annual remuneration on a cost-to-company basis will be INR. 569,093/- (Rupees Five Lakh Sixty Nine Thousand Ninety Three Only) which also includes a variable component, called "Short Term Incentive", of INR 48,200/-

Your appointment will be effective from the date of joining, which shall be on or before 04-Jan-2021 failing which this offer of employment shall stand automatically withdrawn.

Your contractual obligations will be governed by the terms & conditions as defined in the T&C document, shared as Annexure I, along with the company HR policies. The information provided by you before and during employment with Novo Nordisk Service Centre India Private Ltd. is subject to verification. If at any point of time it is determined that the information found and/or collected during background verification is false or inaccurate, your employment at Novo Nordisk Service Centre India Private Ltd. will stand terminated with immediate effect without any obligation from the company.

Please indicate your acceptance of the above offer either by signing in the space indicated below and returning a copy of this letter or by email confirmation within 2 business days upon receipt of this letter; failing which this offer is deemed withdrawn. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Sincerely,

DocuSigned by:

Lene Hylling Axelsson
Corporate Vice President
Novo Nordisk Service Centre (India) Private Ltd.

I hereby accept the offer of employment with the terms and conditions mentioned.

Ravish
Signature

05/12/2020
Date

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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Annexure I	
Salary Components	**Amount (Per Annum)**
Basic	231,360
HRA	115,680
Exgratia Bonus	37,000
Leave Travel Allowance	15,000
Special Allowance	82,960
Total Guaranteed Salary per annum (A)	482,000
Co's contribution to PF @ 12% of basic	27,764
Gratuity	11,129
Total Incentive (B)	38,893
Total Fixed Salary per annum (A+B)	520,893
Variable Pay	
Short Term Incentive (STI) at 100% achievement	48,200
Total Variable Pay p.a. @ 100% achievement (C)	48,200
TOTAL COST TO COMPANY (A+B+C)	**569,093**

Sincerely,

DocuSigned by:
7D17CB3CFA974C9...

Lene Hylling Axelsson
Corporate Vice President
Novo Nordisk Service Centre (India) Private Ltd.

I hereby accept the offer of employment with the terms and conditions mentioned.

Ravish — Signature

05/12/2020 — Date

CSE 2019-20

IBM

December 3, 2020

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Deeksha Dinesh Poojary

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Technical Support Associate, in band 3 to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



H. O. D.
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Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

December 3, 2020

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Deeksha Dinesh Poojary

We are pleased to offer you the position of Technical Support Associate, in band 3 at IBM India Pvt Ltd(IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e December 8, 2020. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3,Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

IBM CONFIDENTIAL

ANNEXURE A

DATE	December 3, 2020		
NAME	Deeksha Dinesh Poojary	BAND	3
DESIGNATION	Technical Support Associate	LOCATION	Bangalore

Compensation Components	IBM Offer (in INR)
1. Annual Basic Salary	180000
2. Annual Flexible Benefit Plan (FBP)	67314
Annual Reference Salary	247314

3. Retirals	
a) Provident Fund (PF)	21600
b) Gratuity @ 4.8%	8640
Annual Reference Salary + Retirals	277554
4. Performance Linked Variable Pay	0 to 43800
5. Annual Potential Compensation	**Annual Reference Salary + Retirals + Performance Linked Variable Pay**

*Company currently has performance linked variable pay program with performance measured against criteria announced at monthly or quarterly frequency. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

All salary components may be subject to restructuring or modification based on IBM policies.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal

DXC.technology

16 Mar, 2021

Veekshith Shetty

Dear Veekshith,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining."

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E−sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Mar 17, 2021 17:54 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

DXC.technology

16 Mar, 2021

Veekshith Shetty
2D/104 - Anand Vihar, Nr Bhawani chowk B-cabin Road Ambernath(East)

Ambernath, 421501
India

Dear Veekshith,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 25 Mar, 2021.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

1 PAY and BENEFITS

Your Fixed Gross Salary will be INR 360,000.00 per annum.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.5 Variable Pay Program
You will be eligible to participate in any one Variable Pay Program, which would vary according to your

DXC.technology

Lokendra Sethi

Lokendra Sethi (Mar 17, 2021 17:54 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

I accept the above referred Pay and Benefits and the general terms and conditions of employment

Veekshith Shetty

Veekshith Shetty (Mar 17, 2021 20:04 GMT+5.5)

Veekshith Shetty

Mar 17, 2021

Candidate Physical Signature (to be completed first day of work):

I accept the above referred Pay and Benefits and the general terms and conditions of employment

First Name Middle Name Last Name

Date

Place

Annexure II

Flexible Benefits Plan (FBP)
Job Family: Software Engineering
Title: Associate Professional Software Engineer

Infosys
Navigate your next

HRD/FINALSEMTRG/2019/13441100

January 1, 2020

Abdulla Zahied.

Alva's Institute of Engineering and Technology

Dear Abdulla,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____between you (**"Trainee"** hereafter) and Infosys Limited (**"Infosys"** hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by Infosys at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.01 15:42:17 +05:30
Reason: Internship Offer Letter
Location: Bangalore

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Dear Abdulla,

Infosys
Navigate your next

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

EVRY

EVRY India Pvt. Ltd.
CIN: U72200KA2006PTC038899

ISO 9001:2015 | ISO/IEC 27001:2013
CMMI DEV ML5 | CMMI SVC ML5 | PCI-DSS

Private and Confidential

October 17, 2019

Adarsh N
Alva's Institute of Engineering and Technology, Moodubidri

Dear Adarsh N,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY India Pvt. Ltd**. You are expected to join on **July 1, 2020** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. Your offer for employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of employment will cause serious losses to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. July 1, 2020)**, you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. July 1, 2020)**, you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the Agreement and the Company shall be entitled to take all measures to enforce its rights at law and in equity.

Working Hours:

The work timings are at the sole discretion of the Management. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

H. O. D.
Dept. Of Computer Science & Engineering
Institute of Engg. & Technology

EVRY

Annexure I

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

EVRY India Pvt. Ltd.
A TietoEVRY Company
CIN: U72200KA2006PTC038899

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (this "**Agreement**") is made on this **01-February-2021**, at Bangalore by and between **EVRY India Pvt. Ltd.**, a company registered under the provisions of the Companies Act 1956, having its registered office at 5th Floor, 'E' Block, Global Village, RVCE Post, Mysore Road, Mylasandra, Bangalore - 560059 Karnataka, India **(hereinafter referred to as** "Company") and **Mr/Ms. Adarsh Nagraj 22 years,** son/daughter of Nagraj N, permanently residing at Gajnur Agrahara,Gajnur(p),Shimoga(d),. **(hereinafter referred to as "Employee").** The Company and the Employee shall be individually referred to as "Party", and collectively, as "Parties".

The Parties hereby agree as follows:

1. ENGAGEMENT

1.1. Appointment: The Company hereby employs the Employee as **Trainee (JL14)** and the Employee hereby accepts such employment.

1.2. Duration: This Agreement shall begin from the Effective Date and shall continue (a) until the Employee reaches the age of 58 years, which may be extended, if mutually agreed, subject to applicable laws; or (b) unless otherwise terminated in accordance with clause 3 of this Agreement, whichever is earlier.

1.3. Nature of Duties: The Employee shall perform, to the best of his ability, all the duties as are inherent in the Employee's posting and such additional duties as the Company may call upon the Employee to perform, from time to time.

1.4. Probation: The Employee shall be on probation for a period of three (3) months from the Effective Date. During this period, the Company may conduct on-going reviews of the Employee's work, adaptability, acceptability and demeanor. Based upon such reviews, the Employee's probation period could either be reduced or extended at the sole discretion of the Company.

1.5. Confirmation: On satisfactory completion of the Employee's probation, the Company, at the Company's sole discretion, shall confirm the Employee's employment, by way of confirmation letter. The Employee's performance, however, will continue to be under constant review by the Company. The Employee shall participate in the performance evaluation conducted by the Company periodically.

1.6. Place of Posting: The Employee will be posted at [Bangalore]. The Employee may need to travel if the Company so requires. The Employee could be transferred to another location, seconded to any other entity, in India or abroad, based upon the Company's requirements. Unless otherwise specifically mentioned in writing by the Company, the terms of this Agreement, including those relating to compensation, shall govern any such transfer and / or secondment.

1.7. Hours of Work: The normal working days are Monday through Friday. The Employee will be required to work for such period of time as is necessary for the proper discharge of the Employee's duties to the Company. The normal working hours are from 8:30 am to 5:30 pm. The Employee is expected to work not less than 45 (forty-five) hours each week, and if necessary, for additional hours depending on the Employee's responsibilities.

1.8. Leave and Holidays: The Employee is entitled to the leaves as per the Company Leave policy published in the intranet.

1.9. Furlough: Company reserves the right to implement Furloughs, wherein, in case of forced shutdowns at customer office or TietoEVRY offices, employees may be asked to mandatorily avail their available leave balances.

1.10. Full Time Commitment: The Employee understands that the employment of the Employee with the Company requires his/her full attention and effort. The Employee agrees that during the period of his/her employment with the Company, the Employee will not, without the Company's prior written consent, pursue any course of study or associate himself/herself with, or be connected with, concerned, employed or engaged in any other employment or business activity other than for the Company.

Aricent Technologies (Holdings) Limited
Tower 5, Candor Techspace, IT/ITES SEZ Sector - 48
Gurugram 122018, Haryana (INDIA)
T: +91 124 409 5888
F: +91 124 409 5880
www.altran.com/in

altran

Mar 2, 2021

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Afrah Saleem** (Employee ID **4018229**) is an employee of Aricent Technologies (Holdings) Limited since **18 JAN 2021** and currently designated as **Software Engineer - Off Campus.**

As per our record, mailing address of **Afrah Saleem** is :

House No. 251 ,Kanaka Nagar 1St Cross, New Bridge Road Tehse

Karnataka, Karnataka
India, 577301

Aricent Technologies (Holdings) Limited

Please note:
It is a system generated letter and need not require any signature or stamp.
For verification, please send a mail to employee_verification@altran.com

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

ARICENT TECHNOLOGIES (HOLDINGS) LIMITED
18/1, Outer Ring Road, Panathur Post
Bengaluru 560103, Karnataka (INDIA)
T: +91 80 4106 7000
F: +91 80 4106 6501
www.altran.com/in

Offer of Employment

Date: 08 January 2021

Afrah Saleem
House No. 251, Kanaka Nagar 1St Cross, New Bridge Road
Tehseel - Bhadravathi, District - Shimoga, Karnataka - 577301
Email Id: afrahsaleem2830@gmail.com

Dear **Afrah,**

We are pleased to offer you a full-time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer,** as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited** on the following terms and conditions.

1. The value of your annualized Cost to company(CTC) will be INR **350,008**. The details of your CTC break-up are enumerated in Salary Annexure which is mentioned below. The company will deduct taxes as appropriate and consistent with the Indian tax regulations from time to time. You will be responsible for your tax liabilities under applicable laws and regulations. The company shall also have the right to vary, amend and modify any item of the salary package including the benefits as per the company policy and procedures and as per any law prevalent in the country. The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

2. Your employment with the Company is subject to the condition that you will successfully complete training related to your profile. The training period usually vary from 8 to 12 calendar weeks and conducted at a facility as deemed appropriate by the Company. Successful closure of the training would be based on the sole assessment of the Company and unsuccessful training would lead to the termination of your employment with the Company.

3. Should you decide to voluntarily leave the Company or there be a separation by way of dismissal on grounds of indiscipline/ misconduct and/or non-performance or continued absence from services without sufficient cause or authorization (of which the Company shall be the sole judge) or abandoning your services before completing 21 months from your Date of Joining; the Company reserves the right to recover appropriate training cost as per terms and conditions agreed between the Company and yourself vide a separate bond agreement. You agree herein that the terms of the bond agreement, though not being repeated herein for the sake of brevity, have been made clear to you and are acceptable to you.

4. Your employment with the Company may be terminated after giving a notice of three months or salary (Basic + FBP) in lieu thereof. Subject to compliance of the terms of above mentioned Clause no.3, in case you decide to leave the Company, you are bound to give three months' notice before leaving the Company. During notice period, you will ensure that all your on-going activities are successfully completed and/or handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period.

5. You will be on probation for a period of Nine months from your Date of Joining the Company. You will be deemed to have completed probation period subject to:

Juego Studios

15 July 2020

Ainab
#3-338 Sunni Masjid Badagulipady Village,
Kinnikambala Post, Mangalore,
Dakshina Kannada, Karnataka 574151

Sub: Offer Letter

We are pleased to offer you the position of **Trainee QA Engineer** in our Company on the Terms and Conditions (Terms) and the Proprietary Information Protection Terms (**"PIP Terms"**- Annexure B) annexed hereto. Your appointment is subject to your acceptance of the Terms and the PIP Terms (), which shall be deemed to be a part of the Offer Letter.

Your Training shall begin effective **15 July 2020** with the Stipend of **Rupees Ten thousand per month** for the period **of Four (4) months** with option of working from home/remote.

Effective **16 November 2020**, your role will be commenced as **"Trainee QA Engineer"** with CTC of **Rs.3,60,000/- per annum**. This offer is valid on successful completion of your training & Graduation / Academics on or before 16th Novemeber 2020 eligible for the remuneration mentioned in the Annexure.

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 **16 November 2020** (**"Commencement Date"**) post-graduation.

Kindly convey your acceptance to this Offer Letter by sending an email at **hr@juegostudio.com**. Do note that if you fail to communicate your acceptance to the Offer Letter within 7 (Seven) days of the date of the Offer Letter and/or fail to join our services on the Commencement Date or such extended date as the Company may at its sole discretion decide, based on your request this Offer Letter shall be deemed to have been withdrawn.

We hope that your employment with the Company is mutually beneficial.

With warm regards,

Sneha V

HR Manager

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Offer Acceptance

I,Ainab, hereby accept the above offer.

Date: 07/15/2020

Juego Studios

ANNEXURE A

COMPENSATION

Part A	**Pay Slip Component**	**TOAL CTC P/A**	**360000**
		Amount Rs.	
	Basic	**Monthly**	**Annual**
	House Rent Allowance	15000	180000
	Conveyance Allowance	6000	72000
	Statutory Bonus	746	8946
	Variable Pay * (Cleared Half-Yearly)	583	7000
		5000	60000
	Total Part A		
Part B	**Benefits**	**27329**	**327946**
	Provident Fund (Company's contribution)		
	Gratuity	1950	23400
		722	8654
	Total Part B		
		2672	**32054**
Part C	**Deductions**		
	Provident Fund (Employee contribution)		
	Professional Tax	1800	21600
	Income Tax (Based on Investment proofs)	200	2400
	Annual CTC	**30000**	**360000**

Dinab

proprietary information. The Company shall be entitled to pursue any other legally permissible remedy available as a result of such breach, including but not limited to damages, both direct and consequential. In any action brought by the Company under this Clause, the Company shall be entitled to recover its attorney's fees and damage costs/penalty from you.

I agree that I have read, understand, and accept employment with Juego Studio Pvt. Ltd under the terms and conditions stated above.

Signature & Date: 07/15/2020

Joining Date: 07/15/2020

Quinnox
accelerate success

14 March 2020

Albin Francis
Village, Kavumpurath,
Chattamala, Chittarikkal Post,
Kasargod,
Kanghanagad - 671326, Kerala India

LETTER OF OFFER

Dear Albin Francis,

On behalf of Quinnox Consultancy Services Limited (The Company) we are pleased to offer you a position as **A3 – Software Trainee**. Our offer reflects our belief that you have the ability, commitment & desire to grow with us. We hope you will enjoy making your very own special contribution to the continued success of The Company. The terms of your employment are as follows:

1. **Duties:** You will be responsible to perform such duties as The Company may assign to you. You will be required to work a regular 40 hours per week unless otherwise advised by the Company. When deputed to a client's site, you will follow the clients working hours.

2. **Salary & Benefits:** You will be entitled to a Gross remuneration package, which will be up to INR 300000 (Rupees Three Lakh Only). You will be entitled to a salary, certain reimbursements and benefits as mentioned below.

SALARY COMPONENTS	Annually	Monthly
Basic	180000	15000
Flexi Pay	70400	5866
Bonus / Ex gratia	24000	2000
GROSS PAY	**274400**	**22866**
PF (Employers Contribution)	21600	1800
Group Insurance	4000	333
Performance Linked Variable Incentive	0	Annual Component
Year End Bonus	0	Annual Component
COST TO COMPANY:	**300000**	

Your salary may be adjusted from time to time but the timing and amount of any adjustment will be at the sole discretion of the company. The details pertaining to your remuneration are confidential and must strictly be treated as such.

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

Annexure I: Salary Components

Flexi Pay Components	Amount Per Annum (INR)
Reimbursement of Children education fees (maximum INR 100/- per month per child upto 2 children)	2400
Reimbursement of Children Hostel fees (maximum INR 300/- per month per child upto 2 children)	7200
Meal Vouchers	26400
House Rent Allowance (HRA)	Min. 0% of Basic Salary 50% of Basic Salary
Leave Travel Allowance (LTA)	Min. zero per annum Max. one months Basic Salary
Vehicle Reimbursement (As per IT laws) Fuel Bills a) INR 1800 per month for 4 wheeler engine cc < 1600 b) INR 2400 per month for 4 wheeler engine cc >=1600 c) INR 900 per month for 2 wheelers Driver allowance: INR 900 per month	39600
Gift Voucher	5000
National Pension Scheme (NPS)	a) Authorise company to deduct INR 50,000 as self-contribution b) Show up to 10% of Basic Salary as company contribution
Books & Periodicals	6000
Professional Development	40000

Note:

- You can opt in / out from the flexi-pay components at beginning of the Financial Year OR at the time of joining.
- Balance amount of the flexi-pay will be part of Special Allowance.
- Necessary documentary proofs need to be submitted while claiming the various flexi-pay components. The details are available on the flexi-pay portal.

Infosys
Navigate your next

HRD/FINALSEMTRG/2019/13441101

January 1, 2020

Ameen Ahmed.

Alva's Institute of Engineering and Technology

Dear Ameen,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____ between you (**"Trainee"** hereafter) and Infosys Limited (**"Infosys"** hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by Infosys at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.01 15:42:18 +05:30
Reason: Internship Offer Letter
Location: Bangalore

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Infosys®
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,

RICHARD LOBO

EVP - Head HR

Infosys
Navigate your next

Dear Ameen,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

[24]7.ai

Offer Id : 46119

Anagha Iyengar
Door No 55/ 2nd Main, BDA layout, Ittamadu , BSK 3rd stage, 3rd phase



Dear Anagha Iyengar,

Congratulations!

Sub: Offer of Employment

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Advisor** in 24/7 Customer Private Limited commencing from the Date **30-Oct-2020**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We will provide you a separate **Letter of Appointment** on the date of your joining.
4. Your joining formalities will be conducted remotely and is scheduled on **30-Oct-2020** at **4:30PM**. You will receive a Zoom invite on your registered email ID. You are requested to join the Zoom meeting on time without fail and be available throughout the sessionto complete joining formalities.
5. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay you the CTC retrospectively from the date of your joining the Company. It is hereby clarified that your entitlement of the CTC (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining for the purpose of submission/verification:

   - Six passport size color photographs (important) with white background (Formal Attire)
   - Date of Birth proof certificate (Original and Photocopy)
   - Latest Mark sheet/ Education certificates (Original and Photocopy)
   - Previous Employment details (Service Certificate/ Relieving Letter if applicable in original)
   - Last drawn Pay slip (if applicable in original)
   - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalised Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - 9845526247/9945200330

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **29-Oct-2020** and if you do not join the Company on **30-Oct-2020** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

With Best Wishes,

Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

[24]7.ai

Name : Anagha Iyengar

Annexure I

Level / Grade : L1G1

Designation : Advisor

Salary Components

Fixed Components	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	CTC Per Annum
Basic	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600
Advance Statutory Bonus	1,135	1,135	13,620
Special Allowance	7,325	7,325	87,900
Total of Fixed components (I)	**14,760**	**14,760**	**1,77,120**
Benefits			
Provident Fund - Employer's Contribution	1,635	1,635	19,620
Medical Insurance	195	195	2,340
Life Insurance	50	50	600
Gratuity	216	216	2,592
ESI Contribution - Employer's Contribution @ 3.25%	608	608	7,296
Total of Benefits(II)	**2,704**	**2,704**	**32,448**
Variable Components			
Target Shift Allowance	1,760	1,760	21,120
Production Incentive (ECOP - from 4th to 12th month based on performance)	0	1,400	12,600
Self To Work (STW)	2,200	2,200	26,400
Total of Variable components (III)	**3,960**	**5,360**	**60,120**
Total CTC Per Month(I+II+III)	**21,424**	**22,824**	**2,69,688**

With Best Wishes,
Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

GAININSIGHTS
BETTER INSIGHTS, BETTER DECISIONS

22nd Aug 2019

To,
Anix Jugal Dcunha
Department of Computer Science Engineering
Alva's Institute of Engineering and Technology

Dear Anix,

Subject: Offer for the position of Associate Consultant

Welcome to our team! We are pleased that you've chosen a career at GainInsights Solutions Private Limited. As part of our commitment to your success, we want to make sure that you're ready for your first day. In this package you'll find what you need to get started at GainInsights Solutions Private Limited:

- Your Employment Details
- Before Your First Day: What You Need to Do
- Orientation: What to Expect

GainInsights goal is to implement simple, efficient, innovative solutions & strategies that will help our customers spend less time looking for answers and more time driving strategic decisions. To achieve this goal we welcome your ideas and initiative, we depend on them to help drive the company's continued success. We are confident that as you master your new responsibilities and apply your previous experience, you will help us achieve our ambitious goals. Together, we will make things happen.

Anix, we are excited that you have chosen to further your career as part of our winning team. Please sign the attached "Employment Detail" page indicating your concurrence with the specifics of our offer. We look forward to your many contributions toward our mutual future success.

Sincerely,

Srividya Gopakumar
Head - Human Resources

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

GAININSIGHTS

Please sign below confirming your acceptance of this offer, indicating proposed start date. Retain one copy for your records and scan a copy to recruitment@gain-insights.com. This offer stands automatically withdrawn thereafter unless the offer validity date is extended and communicated in writing or email.

I Anix, accept the position of Associate Consultant with GainInsights Solutions Private Limited at a CTC of Rs. 3,50,000 per annum, which includes the base salary & allowances listed in "Annexure A".

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

Name: ANIX JUGAL D'CUNHA

Joining Date: 2nd week of August 2020

Signature: Anix

Place: Mijar

Date of acceptance: 23/8/2019

GAININSIGHTS

Annexure - A

Fixed Components	Salary (Per Annum) INR	Salary (Per Month) INR
Basic Salary	180000.00	15000.00
House Rent Allowance	72000.00	6000.00
Other Allowance	67742.00	5645.17
GROSS SALARY	**319742.00**	**26645.17**
Statutory Benefits		
Gratuity	8658.00	721.50
Employer PF Contribution	21600.00	1800.00
FIXED CTC (Per Annum)		**350000.00**
TOTAL CTC (Per Annum)		**350000.00**

Pre- Tax Take Home	
Gross Salary	26,645
Provident Fund - Employee Contribution	1,800
Professional Tax	200
Monthly Take Home - Pretax	**24,645**

Insurance:

Please find below the insurance cover provided to you by Gaininsights. This is applicable to you and 3 of your immediate dependents (Spouse + 2 children).

Policy	Amount Insured for (INR)
Medical Insurance	Rs 5,00,000
Accident Insurance	Rs 10,00,000

Note:

1. Taxes are applicable as per the statutory rules
2. Gratuity payout is subject to guidelines outlined in the Payment of Gratuity Act.

EY
Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Bennigganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

27 July, 2020

Mr Chaitanya Tejas
#682, 6th Cross, 6th Main, Ananthaswamy Road,
Hanumanthanagar, Ramanipriya Temple,
Bengaluru,
Karnataka - 560019

Contact No: +91 7259965767
Email: chaitanyatejas333@gmail.com

Dear **Chaitanya,**

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **Consulting** in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

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

EY

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Annexure B

Name	Chaitanya Tejas	DOJ	05 October, 2020
Designation	Associate Software Engineer	Service Line	Consulting
Rank	44		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

This file is signed using Digital Signature.

[24]7.ai

Date: **10-Nov-2020**



Mr.Charanaraj N
Employee ID : 01021738
Number 29, Police Quarters, C Block Adugodi
Bangalore

Dear **Charanaraj N,**

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 09-Nov-2020 on the following terms and conditions:

1. **Accountability**
   You will report to the **Director.**

2. **Working Hours**
   You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time totime depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.
   Your attendance will be monitored and captured based on the following scenarios:

3. **Probation**
   You will be on Probation for a period of **12** month(s) with effect from **09-Nov-2020**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

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

Signature Not Verified
SUSMITA MALIK
2020.11.10 13:53

[24]7.ai

Appointment Letter of 01021738 (Charanaraj N)

10-Nov-2020

Employee ID 01021738

Name **Mr.Charanaraj N**

Effective Date 09-Nov-2020

Level / Grade : L1G1
Designation : Advisor

Salary Components			
Fixed Components	**CTC Per Month (1 to 3 months)**	**CTC Per Month (4 to 12 months)**	**CTC Per Annum**
Basic	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600
Advance Statutory Bonus	1,135	1,135	13,620
Special Allowance	7,325	7,325	87,900
Total of Fixed components (I)	**14,760**	**14,760**	**1,77,120**
Benefits			
Provident Fund - Employer's Contribution	1,635	1,635	19,620
Medical Insurance	195	195	2,340
Life Insurance	50	50	600
Gratuity	216	216	2,592
ESI Contribution - Employer's Contribution @ 3.25%	608	608	7,296
Total of Benefits(II)	**2,704**	**2,704**	**32,448**
Variable Components			
Target Shift Allowance	1,760	1,760	21,120
Production Incentive (ECOP - from 4th to 12th month based on performance)	0	1,400	12,500
Self To Work (STW)	2,200	2,200	26,400
Total of Variable components (III)	**3,960**	**5,360**	**60,120**
Total CTC Per Month(I+II+III)	**21,424**	**22,824**	**2,69,688**

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2020.11.10 13:53

Gmail

Shilpa Ygowda <shilpaygowda@gmail.com>

Fwd: CodeCraft Internship 2020

2 messages

kiran k <kirank27751@gmail.com> Sat, Aug 8, 2020 at 5:18 PM
To: Shilpa Ygowda <shilpaygowda@gmail.com>

---------- Forwarded message ---------
From: **Likitha** <hr@codecraft.co.in>
Date: Mon, Jan 6, 2020 at 12:59 PM
Subject: CodeCraft Internship 2020
To: <deekshithtr11@gmail.com>, <mohammadashfan48@gmail.com>, <kirank27751@gmail.com>
Cc: Alvas Moodbidri <placement.alvas@gmail.com>, Ashwin Aroli <ashwin@codecraft.co.in>

Dear Students,

Greetings from CodeCraft Technologies Private Limited!

As you are aware, we are interested to extend internship program, as an extended part of your academics.

While we are working on planning the whole operational aspects, we would like to gather a few of the details. Please find below the Google Form. Request you to submit the same at the earliest.

https://forms.gle/z4QZLCP24keBLqMKA

Any queries, please feel free to reach me at 7204192264.

Thank you.

Best Regards,

Likitha
Senior HR Generalist
Skype: codecraft.team Mobile: 9108850622

Mangalore: +91 824 2443697 | Bengaluru: +91 80 41743697

www.codecrafttech.com/ | contactus@codecraft.co.in

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Dept. Of Computer Science & E...
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All factual and other information within this e-mail including any attachments, relating to the official business of CodeCraft Technologies (P) Ltd. It is confidential and legally protected against any unauthorized use. CodeCraft neither owns nor endorses any information which does not relate to its official business. This would include personal mail and/or opinions by senders who may or may not be employed by the CodeCraft.

The person addressed in the e-mail is the intended recipient. Please notify the sender immediately if it has unintentionally reached another recipient. Such recipient must not read, disclose or use the content in any way whatsoever. CodeCraft cannot ensure that this e-mail is free of errors, viruses, interception or interference and will not be held liable for any personal mail and/or opinions expressed herein.

Mohammad Ashfan <mohammadashfan48@gmail.com> Sat, Aug 8, 2020 at 5:24 PM
To: shilpaygowda@gmail.com

[Quoted text hidden]

ArisGlobal
We Bring the Future to Life™

CONFIDENTIAL

09/28/2020
Deena Muthappa
Mangalore

Ms Deena,

It is with great pleasure that we extend to you this offer of employment with ArisGlobal Software Pvt. Ltd., (ArisGlobal) as **Trainee** at **Mysore** .The following shall be the terms and conditions of your employment:

1. Your annual compensation will be **Rs. 400,000.00 /-.** You will be a a trainee for a period of 6 (six) months. Upon successful completion of the six months training period there will a review of your performance. Upon successful completion of the performance review you will be confirmed on the rolls of the Company and will be designated as . Your compensation will be reviewed as per the company's appraisal cycle subject to your performance and feedback.

2. You shall hereby agree to remain in the service of the Company for a period of 2 (Two) years from the date of joining as per the Employment Bond.

3. You further agree to abide by all company rules/regulations and the HR policies.Your offer includes benefits as per company policies from time to time. Your contractual obligations are defined by this offer letter and the terms and conditions set out in the Employment Bond and the Non-Disclosure and Non-Compete Agreement that you shall sign, and the Rules and Regulations of the Company as applicable to you from time to time.

4.In the event of your voluntarily submission of your resignation within two (2) years of your joining, you are required to serve fifteen (15) days' notice period within first six (6) months and thereafter as per the HR Policy, and also shall pay to the Company, bond amount of Rs.1,50,000/- (Rupees One Lakh Fifty Thousand only).

5.Your appointment will be effective from date of joining, which shall be on or before **09/30/2020,** failing which the appointment shall stand automatically withdrawn.

6. The Company will not be liable for any continuing contractual obligations which you may have with your current or earlier employers.

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COMPENSATION BREAKUP

Name : Deena Muthappa

Date : 09/28/2020

Grade : Salary Grade - 1A

Designation : Trainee

A	MONTHLY SALARY	Rs./Ps
1	Basic	16,738.00
2	House Rent Allowance	7,531.00
3	Leave Travel Assistance	1,395.00
4	Bonus	1,394.00
5	Flexible Benefit Plan*	3,216.00
	SUBTOTAL	30,272.00
B	BENEFITS	
	Company's Contribution towards PF	1,395.00
	MONTHLY GROSS (including Company's PF Contribution)	31,667.00
	ANNUALTOTAL	380,000.00
C	Variable Pay	20,000.00
	Total Potential Earnings	400,000.00
D	NON-CASH COMPONENTS & BENEFITS Gratuity	9,660.00
E	TOTAL REMUNERATION PACKAGE	409,660.00

for ArisGlobal Software Pvt. Ltd.

Clinton J Wolfe
Chief Human Resource Officer

Notes:

1. Coverage Under Group Personal Accident Insurance for Self
2. Coverage Under Group Term Life Insurance
   Coverage Under Group Hospitalization / Mediclaim Insurance for Self (Spouse & 2 Children, if married).
3. Also have option to cover Parents/In-laws under the companies Group Mediclaim Insurance Policy and the premium will be the employee.
4. Compensation Package is subject to TDS as per prevailing IT norms
5. Gratuity Payable as per The Payment of Gratuity Act
6. Variable Pay will be paid as per Performance Linked Variable Pay Guidelines Under the Flexi Benefit Plan (FBP), an employee can allocate the fund towards Mobile & Internet bill
7. Reimbursement, Food Coupons, Fuel Reimbursement and Children Education Allowance to avail tax benefits.

07-JAN-2021

Letter Of Appointment

Ms. Deepa .
TCS - Bangalore

Dear Ms. Deepa,

Further to your acceptance of our offer letter vide TCSL/DT20195338726/- Bangalore dated 13-Sep-2019 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 07-JAN-2021 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1783160.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Head Talent Acquisition - India

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TCS Private & Confidential

Payslip
FEB 2021

TATA
TATA CONSULTANCY SERVICES

MS. DEEPA POOJARI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1783160			Bank Name	HDFC Bank						Location	Bangalore-Brigade-Bhuw
Grade	Y	UAN	XXXXXXX7394	Acc No.	XXXXXXX9420						Base Br.	TCS - BANGALORE
PAN	XXXXXXX561E			Days paid	28						Depute Br.	TCS - Bangalore
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		14,784.00	Provident Fund	1,774.00
House Rent Allowance		5,914.00	Professional Tax	200.00
Leave Travel Allowance		1,232.00	Health Insurance Scheme Premium	472.00
Miscellaneous		910.00		
City Allowance	181.00	600.00		
Performance Pay	768.00	1,700.00		
Total Earnings (Current + Arrears)		26,089.00	Total Deductions	2,446.00

Net Pay (INR)	23,643.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	68,157.00	Net Tax Income r/o	11,634.00	80C	4,979.00
Deductions under Sec 16	50,600.00	Total Tax Payable		80D	944.00
Chapter VIA relief	5,923.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 4 Mar 2021 14:35:22

EY
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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Ms Deepika K V
#1195/3, Near Water Tank,
Saraswathi Nagar,
Davangere,
Karnataka - 577004

Contact No: +91 7619549260
Email: deepikakv225@gmail.com

Dear **Deepika,**

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020.** If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **ADV PI ASMS-Campus GDS** in the Firm. Your Rank will be **44.** While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

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Mijar, MOODBIDRI - 574 225

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Annexure B

Name	**Deepika K V**	**DOJ**	**11 January, 2021**
Designation	**Associate Software Engineer**	**Service Line**	**ADV PI ASMS-Campus GDS**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	30,159	3,61,905

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		23,736

TechJini® | DATAMATICS DIGITAL

Date: 28th September 2019

Dear Gautham

Welcome to Datamatics, the first and only Indian organization to have won the prestigious International Asia Pacific Quality Award (IAPQA) in the services category, which included IT/ITES, Banks, Insurance companies and other services organizations. This is a unique achievement in the history of the Indian IT industry, as it was won competing against hundreds of companies from 38 countries including the US, Japan, Australia, New Zealand, Israel, South Korea, Peru, Mexico, China, Russia and Canada.

Datamatics Digital Ltd (TechJini), a Datamatics Global Services Ltd entity is a well-recognized multinational company that delivers avant-garde software services to the world's best enterprises, brands, and startups. With a unique blend of its design-led product engineering mindset and global delivery models, TechJini empowers in catering next-gen technologies which include Mobile, Cloud, Internet-of-Things and Big Data services. For Datamatics, Quality is not just a destination but a journey in which every Datamatician contributes. We invite you to be part of this journey!

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you the role of **'Trainee'** at our **Bangalore location**.

On Joining, your all-inclusive Cost to Company (CTC) will be **Rs. 3,25,776/-** (subject to deduction of tax and other statutory payments as may be applicable)..

This offer is made on the basis of your having furnished to the Company information and documents in support of your age, academic qualifications, previous work experience, relieving letter from your last employer and other particulars on or before your day of joining. The Company shall conduct a background and reference checks as per Company policy and this appointment is conditional upon receiving positive feedback. If at any time it is found that you have furnished false information or withheld or suppressed any material fact or information, the Company shall be entitled to forthwith terminate your employment without notice. We look forward to your joining in 2020. Joining Date will be communicated post successful completion of your course.

Please sign and return the duplicate copy of this letter as an acceptance of the offer.

Thanking you and looking forward to having you with us.

Yours truly,
For **Datamatics Digital Ltd.**

Punit Kumar
Punit Kumar
Manager - Human Resources

I agree and accept employment all terms and condition of employment and will report for duty on _____
No oral commitments have been made concerning my employment.

Signature: _____ Date: 29-09-2019

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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Dear Candidate,

At the time of joining the following documents and information must be made avnilable to us.

List of documents that need to be submitted:

1. Age Proof Certificate (Birth certificate/School certificates of ICSE/SSLC/CBSE)
2. Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with marks sheets
3. 3 Passport Size Photographs
4. Copy of passport (All sheets)
5. Copy of your updated resume
6. Address Proof (Passport /Driving License/Voter's ID)
7. PAN Card
8. Adhar Card

If previously employed:

1. Experience proof - Relieving letter from previous employers. The relieving letter or resignation acceptance need to be submitted in original
2. Your latest salary slip or salary certificate.
3. Service certificate from previous Employer.
4. Form 16 or Taxable income statement duly certified by previous employer (Statement showing deductions and Taxable income with break up) till the last date of your employment with them along with PAN number if available.

Originals of the above mentioned documents need to be submitted. These original certificates will be returned to you after due verification.

Your offer has been made based on the information furnished by you.

However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.

It is mandatory for all Datamatics Digital employees to possess a valid passport. You are expected to have a valid passport within 60 days from the time you join us.

Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.

1. DOB's of Father, Mother, Spouse, Child/ Children
2. Educational details with the passing year
3. Your past experience details with the exact years and role played to be mentioned. (if any)
4. Blood Group
5. Your PAN number
6. Passport number, Place of issue, Date of issue, Validity: From & to date.

I agree and accept employment all terms and condition of employment and will report for duty on _____
No oral commitments have been made concerning my employment.

Signature: _____ Date: 29-09-2019

[24]7

Dear HANISHREE N S

Sub: **Conditional Offer of Employment**

Congratulations!

You have been shortlisted to join 24/7 Customer Private limited, a company that has been rated amongst the "Top 5 best perfonning Contact Centers in the World" consistently for 3 years in a row.

We are pleased to offer you the position of **"Advisor"** in 24/7 Customer. The following are the terms of employment with 24/7 Customer.

1. Your initial annual Cost to Company will be Rs 269,000/-. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We shall provide you a separate Letter of Appointment on the date of your joining.
4. You will report for the joining and orientation at our office as per the communication received from the HR team.
5. Upon joining, you will be provided with Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay your monthly compensation retrospectively from the date of joining the Company. It is hereby clarified that your entitlement of your monthly compensation (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request your trainer who shall consider such requests on a case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility if qualified will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining JUNE for the purpose of submission/verification:
   - Five passport size color photographs (important)
   - Date of Birth proof certificate (Original and Photocopy)
   - Aadhaar Card (Original and Photocopy)
   - Graduation mark sheets till last semester including final semester admit card (Original and photocopy)
   - High school and secondary school pass out mark sheets/certificates (Original and Photocopy)
   - Previous Employment details if any (Service Certificate/ Relieving Letter if applicable in original)
   - Last drawn Pay slip (if applicable in original)
   - Passport No. / Driver's license No. / Bank Account No. (Original and Photocopy)

NOTE: ORIGINAL DOCUMENTS WILL BE RETURNED TO THE EMPLOYEE IMMEDIATELY AFTER BEING VERIFIED AGAINST THE COPIES WHICH SHALL BE ATTESTED.

If you have any queries pertaining to this offer letter please call us at +91 9972927247.

Please sign this Offer in the place allotted for the same as your acknowledgement to join the company on the communicated date failing which this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer.

With Best Wishes,

Sumita Malik
Vice President HR

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

I accept your offer.
Signature of the candidate

Offer: Computer Consultancy
Ref: TCSL/DT20195275065/Bangalore
Date: 13/09/2019

Ms. Huda Sultana
7/274 , 7th Block Krishnapura,Site No. 202Krishnapura,Surathkal,
Karnataka,
Mangalore-575014,
Karnataka.
Tel# -

Dear Huda Sultana,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES
VYDEHI RC 1 BLOCK B2 EPIP Whitefield Bangalore
H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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

TATA

GROSS SALARY SHEET

Annexure 1

Name	Huda Sultana
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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

DXC.technology

9 Jun, 2020

IMRAN KHAN

Dear IMRAN,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 12, 2020 23:52 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

DXC.technology

9 Jun, 2020

IMRAN KHAN
NISHA MANZIL GURGALGUDDE,BAJAGOLI POST MUDAR VILLAGE KARKALA TALUK

Karkala, 574122
India

Dear IMRAN,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 18 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

DXC.technology

business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Lokendra Sethi

Lokendra Sethi (Jun 12, 2020 23:52 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

FOR Employee

Name : **IMRAN KHAN**

Date : Jun 13, 2020

EY
Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'F'
BMS Infinity, Old Madras Road
Bennigarahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Mr Jayanth Sagar Venkataramiah
Gandhi Nagar, Belaimakki,
BH Road, Gandhi Nagar,
Sagar,
Karnataka - 577401

Contact No: +91 9686096695
Email: svjayanth72@gmail.com

Dear Jayanth,

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **ADV PI-BPM-Campus GDS** in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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Annexure B

Name	**Jayanth Sagar Venkataramiah**	**DOJ**	**11 January, 2021**
Designation	**Associate Software Engineer**	**Service Line**	**ADV PI-BPM-Campus GDS**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

EY
Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower C,
RMZ Infinity - Old Madras Road,
Ramagondanahalli, K R Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6727 5000
Fax: +91 080 6658 3799
ey.com

22 June, 2020

Ms Jyothi Lakshmi
#486/5, 11th Main,
MC Layout, Vijayanagar,
Bengaluru,
Karnataka - 560040

Contact No: +91 7338433549
Email: jyothisomshekharcs1999@gmail.com

Dear Jyothi,

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **ADV PI-DigiNonfs-Campus GDS** in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

This file is signed using Digital Signature.

Building a better working world

Annexure B

Name	**Jyothi Lakshmi**	**DOJ**	**05 October, 2020**
Designation	**Associate Software Engineer**	**Service Line**	**ADV PI-DigiNonfs-Campus GDS**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

This file is signed using Digital Signature.

Infosys
Navigate your next

HRD/FINALSEMTRG/2019/13441103

January 1, 2020

Karthik M R.

Alva's Institute of Engineering and Technology

Dear Karthik,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____between you (**"Trainee"** hereafter) and Infosys Limited (**"Infosys"** hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by Infosys at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.01 15:42:18 +05:30
Reason: Internship Offer Letter
Location: Bangalore

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,

RICHARD LOBO

EVP - Head HR

Infosys
Navigate your next

Dear Karthik,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

Infosys
Navigate your next

HRD/FINALSEMTRG/2019/13441139

January 21, 2020

Krishna J Katira.

Alva's Institute of Engineering and Technology

Dear Krishna,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____between you (**"Trainee"** hereafter) and Infosys Limited (**"Infosys"** hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by Infosys at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.21 18:36:25 +05:30
Reason: Internship Offer Letter
Location: Bangalore

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,

RICHARD LOBO

EVP - Head HR

Infosys
Navigate your next

Dear Krishna,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

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1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

AD2PRO TECHNOLOGY SOLUTIONS

AD2PRO TECHNOLOGY SOLUTIONS PVT. LTD
2nd, 3rd and 4th Floor , Lohmanradhri Towers,
75,77 & 79, Pantheon Road, Egmore,
Chennai - 600 008

Pay Slip for the month of JANUARY 2021

EMPLOYEE CODE	TB1135	PF ACCOUNT NO.	
NAME	MALLIKARJUN H T	UAN ACCOUNT NO	
DATE OF BIRTH	01/01/1990	ESI .NO.	
DATE OF JOINING	04/01/2021	SUPPLEMENTARY DAYS	0
LOCATION	BANGALORE	PAID DAYS	28
DESIGNATION	JUNIOR MEMBER OF TECHNICAL STAFF	LOSS OF PAY DAYS	0
PAN/GIR NO.(TDS)		LOP CREDIT	0
BANK ACCOUNT NUMBER		LOP DEBIT	0
		GROUP DATE OF JOINING	

Earnings	Rate	Earned	Arrear
BASIC	18,750.00	16,935.00	0.00
HRA	9,375.00	8,468.00	0.00
SPECIAL ALLOWANCE	6,669.00	6,024.00	0.00
GROSS TOTAL			**31,427.00**

Deductions	Amount
PF AMOUNT	1,800.00
PROFESSIONAL TAX	200.00
DEDUCTION TOTAL	**2,000.00**

NET PAY (A) 29,427.00

(RUPEES TWENTY NINE THOUSAND FOUR HUNDRED AND TWENTY SEVEN ONLY)

This is a system generated pay slip. Hence, signature is not needed

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Date: **November 12, 2020**

To

Mr. Mallikarjuna H T
Bangalore

Dear **Mallikarjuna,**

The management of Ad2pro Media Solutions Private Limited is pleased to appoint you as **"Junior Member of Technical Staff"** on the following terms and conditions:

1. This offer of employment is effective from the date of your joining. You may join on or before **January 04, 2021** at 9.30 a.m. at our **Bangalore** office for completing the joining formalities and to have your induction.

2. Your annual cost to the company (CTC) will be **Rs. 4,50,000/-** (Rupees Four Lakhs Fifty Thousand Only). The break-up of the salary is detailed in **Annexure – A.**

3. During the period of your employment with us, your services are liable to be transferred/ seconded to any of our associate companies on a short or long-term basis or to any other departments / locations of the Company.

4. You will report to such persons the company informs you from time to time.

5. You will be on probation for a period of Six (06) months from the date of your joining. On successful completion of your period of probation, you will be confirmed as a regular employee of the organization, in writing, on such terms and conditions as applicable. However the period of probation may be extended for a further period as deemed fit at the discretion of the Company, beyond which if your performance does not meet the expectation of the company, your employment may be terminated by Company on grounds of underperformance.

6. During the period of probation with the organization, either side may disengage the employment by giving written notice of 15 days. On confirmation, either side may disengage the employment by giving 60 days of written notice.

7. Confidentiality Obligations:

7.1. For the purposes of this clause, "Confidential Information" shall mean confidential or any and all proprietary information of the Company and includes information received by you whether directly from the Company or otherwise in the course of your Employment. Confidential Information includes without limitation inventions, innovations, works or Intellectual Property and any idea, trade secret, customer databases and other databases, information about Company software, hardware, network details including know-how and/or data of any nature concerning the development, use, formulation, manufacture or performance of the Company or its products or prospective products or services, and any research and development activities, process, techniques, specifications, algorithms, samples, formulae, designs, drawings or test data thereof, all software programs, computer programs or documentation associated therewith and any information pertaining to your salary. Any or all of the foregoing may belong to the Company or to its existing or prospective customers, partners, vendors or Affiliates, and shall constitute Confidential Information whether you are working with the particular customer or client or Affiliate or not. Confidential Information further includes any and all information relating to the business and financial information of the Company including any and all information pertaining to the current and prospective customers, vendors, carriers, partners, software providers,

14. Please submit copies of the following documents at the time of your joining:

- SSLC certificate or equivalent in support of your age
- Certificates / mark sheets in support of your qualifications as mentioned in the Resume
- 4 passport size photographs
- 1 postcard size photo if you are eligible for ESI. Please verify your eligibility in the Annexure – A.
- PAN card in support for National Identity. Original has to be carried until salary account is opened with the prescribed bank.
- Copy of Aadhar card
- A copy of Relieving letter from your previous organization / Service certificates, if any
- Salary certificate / pay-slip

The letter shall be read together with and interpreted in conjunction with the Employee Policy supplied to you. In the event of any conflict between the terms contained in Employee Policy and the terms mentioned herein in the letter, the terms that are more protective of the Company's interests shall prevail. Matters not adverted to in the letter shall be regulated by the provisions of the Employee Policy.

This offer will automatically stand cancelled and withdrawn, if you do not join on or **January 04, 2021.**

We take this opportunity to welcome you to the **Ad2pro Media Solutions** family and look forward to a long and mutually beneficial association with you.

Thanking you,

Yours sincerely,
for **Ad2pro Media Solutions Pvt Ltd.,**

Nirmal TS
Manager – Talent Acquisition

N.B.

Please sign the duplicate copy of this letter as token of your acceptance; and also let us know the probable date of your joining.

I accept the terms and conditions detailed herein.

Date of Joining: 04 / jan / 2021

Mallikarjuna H T

ANNEXURE–A

Name : **Mallikarjuna H T**

Designation : **Junior Member of Technical Staff**

Location : **Bangalore**

COMPENSATION PACKAGE

Details	Monthly	Annual
Basic	18750	225000
House Rent Allowance	9375	112500
Special Allowance	6669	80033
Total (A)	**34794**	**417533**
Others		
Gratuity	906	10868
P.F. Employer Contribution	1800	21600
E.S.I. Employer Contribution	0	0
Total (B)	**2706**	**32468**
Deductions		
P.F. Employee Contribution	1800	21600
E.S.I. Contribution	0	0
Total (C)	**1800**	**21600**
Cost To Company (A+B)	**37500**	**450000**

for **Ad2pro Media Solutions Pvt Ltd.,**

Nirmal TS
Manager – Talent Acquisition

Notes:

1. All amounts indicated are in Indian Rupees (Except where specifically indicated)
2. **Gratuity:** On completion of Five years of service with the Company you will be eligible for gratuity as per the Payment of Gratuity Act.
3. **Optional Component:** From Special Allowance Component, you are entitled to opt for optional component: 1) Food Coupons.
4. **Medical Insurance:** In accordance with the Company's policy you and your family (i.e. spouse and kids (max two)) will be covered up to Two Lakhs (on floating basis) under our Medical Insurance plan.
5. **Group Term Life Insurance:** In accordance with the Company's policy you will be covered under this policy and the coverage applicable to you is Seven Lakhs and Fifty Thousand Only.
6. **Personal Accident Insurance**: In accordance with the Company's policy, you will be covered up to Three Lakhs Fifty Thousand only under our Personal Accident Insurance Policy.

DXC.technology

21 Jun, 2020

MANIKYA K

Dear MANIKYA,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 23, 2020 00:09 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

DXC.technology

21 Jun, 2020

MANIKYA K
Shiravara, Antharahalli(Post), Doddaballapur(Taluk), Bangalore Rural(Distrct)

Bangalore, 561203
India

Dear MANIKYA,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 25 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

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business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

11. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Lokendra Sethi

Lokendra Sethi (Jun 23, 2020 09:09 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

FOR Employee

Name : MANIKYA K

Manikya K

Manikya K (Jun 23, 2020 07:34 GMT+5.5)

Date : Jun 23, 2020

DXC.technology

12 Jun, 2020

Manish B Shriyan

Dear Manish B Shriyan,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 17, 2020 01:12 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

DXC.technology

12 Jun, 2020

Manish B Shriyan
4-119/5(1) Manimajalu house, Narikombu Post, Bantwal Taluk, Dakshina Kannada

Panemangalore, 574231
India

Dear Manish B Shriyan,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 18 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary

You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

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provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Lokendra Sethi

Lokendra Sethi (Jun 17, 2020 01:12 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

FOR Employee

Name : Manish B Shriyan

Manish

HERAIZEN

LETTER OF EMPLOYMENT

Date: 8 Nov 2019

Dear Manoj L,

It is our pleasure to extend this offer of employment to you on behalf of Heraizen Technologies. You are expected to join us within ten days of completion of your course as **Software Engineer** with an annual remuneration of Rs.3,00,000 (Rupees Three Lakh only) subject to satisfaction of the terms of employment which is attached with this employment offer.

You are requested to sign both the Letter of Employment and Terms of Employment, signifying your acceptance of the same.

We look forward to a very fruitful association with you.

Sincerely,

Venkatesh C S
Vice President

Accepted

Name: Manoj L

Signature with Date: 11/11/2019

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

HERAIZEN

TERMS OF EMPLOYMENT

1. Mandatory completion of Internship.

   You are required to undergo an Internship with us during your eighth semester for a period three months, wherein a monthly stipend of Rs.6,000 (Rupees Six Thousand only) will be paid to you. Your performance will be evaluated during this period and successful completion of the same is a prerequisite for your employment with us. The start date for the internship engagement will be decided in consultation with your placement department.

2. You are required to submit all your original qualification documents that are available with you on the date of joining the Internship. These include the marks cards of 10th Std, 12th Std, and those of your qualifying degree. The remaining original qualification documents (i.e. the marks cards of the final semesters and the degree certificate) should be submitted following the completion of your course.

3. Execute the letter of commitment – the duration of commitment is from the Internship start date till the completion of 2 years as a permanent employee.

4. Successfully complete the course you are studying.

5. Report on the specified date as communicated to your placement department following the completion of your course.

Accepted

Name: Manoj L

Signature with Date: 11/4/2019

[24]

Dear ANANDITHA RAO

Sub: Conditional Offer of Employment

Congratulations!

You have been shortlisted to join 24/7 Customer, a company that has been voted amongst the "Top [illegible] Companies to Work For" consistently for 3 years in a row.

We are pleased to offer you the position of "Associate" in 24/7 Customer. The following are the terms of engagement with 24/7 Customer:

1. Your [illegible] will be [illegible]

2. You will be assigned to [illegible]

3. We shall provide you a separate "Letter of Appointment" on the date of joining.

4. You will report for the training and induction at our office at [illegible] from the HR team.

5. Upon joining, you will be provided with Foundation Level Training ("FLE") and Product Level Training ("PLE"). Once you successfully complete your FLE, the Company will pay your monthly compensation correspondingly from the date of joining the Company. It is hereby clarified that your entitlement of your monthly compensation (correspondingly from the date you joined the Company) would depend on the outcome of your FLE results.

6. During the training period you will be entitled only two weeks [illegible]. However, in case you require leave during training period on account of any medical emergency, you may request your trainer who shall consider such requests on a case to case basis.

7. In the event of permitted absence exceeding two continuous days, you will be required to repeat the training [illegible] the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility shall be [illegible] accordingly.

8. You are requested to bring along the documents listed below on [illegible] on your date of joining [illegible] for the purpose of submission/verification:

- Pan card copy (Original and Photocopy)
- Date of birth proof (Birth certificate/Passport/Driving License) (Original and Photocopy)
- [illegible]
- [illegible]
- High school and secondary school pass out mark sheet/Degree Certificate (Original and Photocopy)
- Previous Employment details if any (Service Certificate/Relieving Letter if applicable in original)
- Last drawn Pay slip (if applicable in original)
- Passport No / Driver's license No / Bank Account No (Original and Photocopy)

NOTE: ORIGINAL DOCUMENTS WILL BE RETURNED TO THE EMPLOYEE IMMEDIATELY AFTER BEING VERIFIED AGAINST THE COPIES WHICH SHALL BE ATTESTED

If you have any queries pertaining to this offer letter please call us at [illegible]

Please sign this Offer in the place allotted for the same as your acknowledgement to join the company on the [illegible] failing which this offer will automatically expire and deemed to have been withdrawn.

We look again wishing you the very best and looking forward to your [illegible] career at 24/7 Customer.

With Best Wishes,

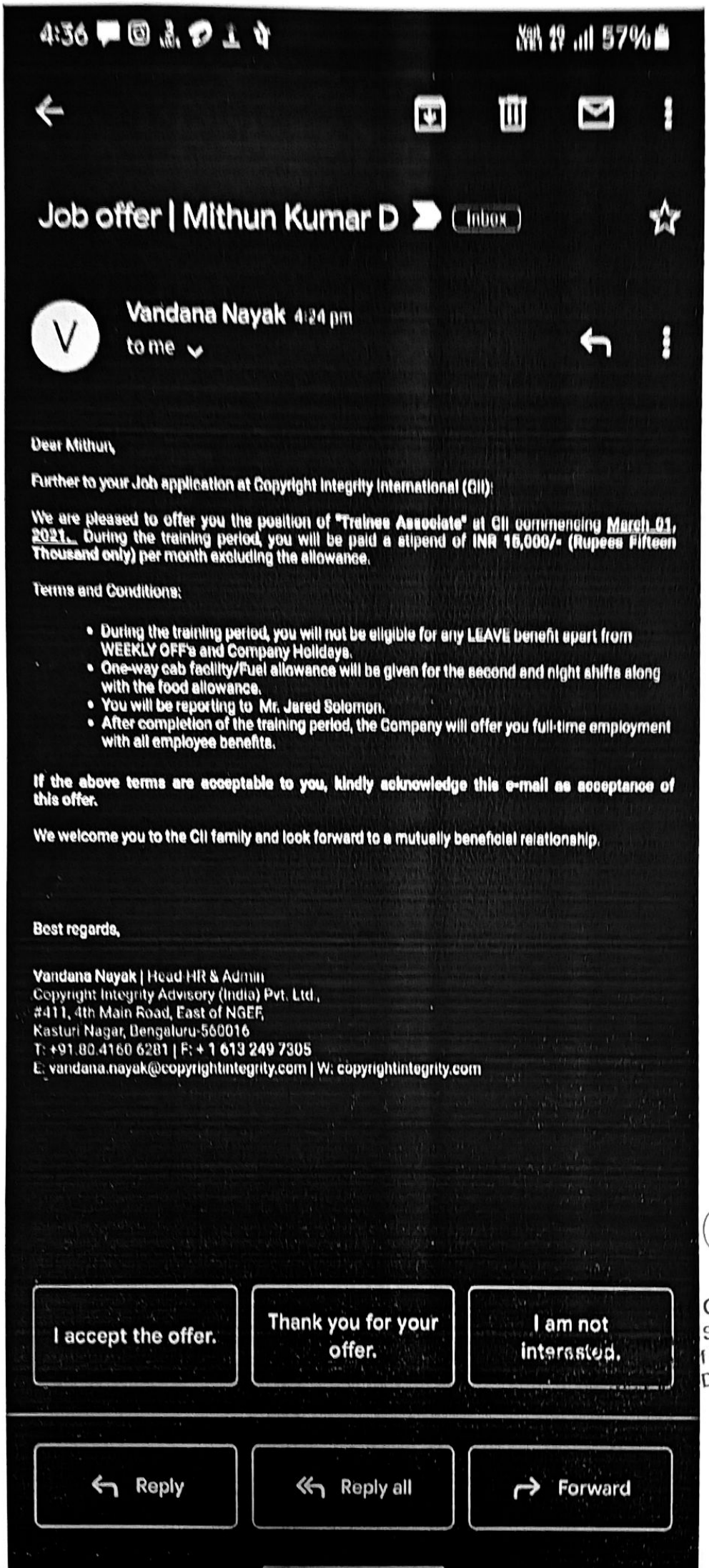
[illegible]
Vice President-HR

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

I accept your offer
Signature of the candidate

24/7 Customer Pvt. Ltd. [illegible] Outer Ring Road between [illegible] and Marathahalli, Bangalore [illegible] Tel: [illegible] Fax: [illegible] www.247.com

Scanned with CamScanner



4:36 57%

Job offer | Mithun Kumar D Inbox

Vandana Nayak 4:24 pm
to me

Dear Mithun,

Further to your Job application at Copyright Integrity International (CII):

We are pleased to offer you the position of "Trainee Associate" at CII commencing March 01, 2021. During the training period, you will be paid a stipend of INR 15,000/- (Rupees Fifteen Thousand only) per month excluding the allowance.

Terms and Conditions:

- During the training period, you will not be eligible for any LEAVE benefit apart from WEEKLY OFF's and Company Holidays.
- One-way cab facility/Fuel allowance will be given for the second and night shifts along with the food allowance.
- You will be reporting to Mr. Jared Solomon.
- After completion of the training period, the Company will offer you full-time employment with all employee benefits.

If the above terms are acceptable to you, kindly acknowledge this e-mail as acceptance of this offer.

We welcome you to the CII family and look forward to a mutually beneficial relationship.

Best regards,

Vandana Nayak | Head HR & Admin
Copyright Integrity Advisory (India) Pvt. Ltd.,
#411, 4th Main Road, East of NGEF,
Kasturi Nagar, Bengaluru-560016
T: +91.80.4160 6281 | F: + 1 613 249 7305
E: vandana.nayak@copyrightintegrity.com | W: copyrightintegrity.com

I accept the offer.

Thank you for your offer.

I am not interested.

Reply

Reply all

Forward

O. D.
Science & Engineering
f Engg. & Technology
DBIDRI - 574 225

DXC.technology

4 Nov, 2020

NAYAN P JOSHI

Dear NAYAN P,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Nov 5, 2020 21:40 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

DXC.technology

4 Nov, 2020

NAYAN P JOSHI
No 21,GF, Nisarga,3B main road,byraveshwara nagar, nagarbhavi main road,

Bangalore, 560072
India

Dear NAYAN P,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Senior Assistant Help Desk Technician at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 17 Nov, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross Salary will be INR 290,000.00 per annum.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 155,237.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.5 Insurance
The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization

DXC.technology

Lokendra Sethi

Lokendra Sethi (Nov 5, 2020 21:40 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

FOR Employee

Name : **NAYAN P JOSHI**

Date : Nov 6, 2020

EIT SERVICES INDIA PRIVATE LIMITED
Digital Park, Plot No.39-40
Konappana Agrahara, Electronics City
Hosur Road, Bangalore - 560100

PAYSLIP FOR THE MONTH OF JANUARY 2021

Emp Code	11616953	**Emp Name**	NAYAN P JOSHI		
Department	SENIOR	**Cost Center**	INES500089	**PF No.**	
Location	Bangalore	**Designation**	Senior Assistant Help Desk Technician	**ESI No.**	
Date of Birth	07-05-1998	**Bank A/c No**	920010067451184	**Pan No.**	CFGPJ8077R
Date of Joining	24-11-2020	**Gender**	M	**EPS No.**	
UAN					

Regime Type	Old Regime

Earnings	**Amount**	**YTD**	**Deductions**	**Amount**	**YTD**
BASIC	12,937.00	25,874.00	Mediclaim - Parents	0.00	11,160.00
Arrear Basic	0.00	3,019.00	Provident Fund	1,552.00	3,466.00
House Rent Allowance	6,468.00	14,445.00	Professional Tax	200.00	400.00
Advance Bonus/Exgratia	2,587.00	5,778.00			
Night Shift Allowance	3,850.00	3,850.00			
Transport Allowance	1.00	2.00			
Total Earnings	25,843.00	52,968.00	**Total Deductions**	1,752.00	15,026.00

Net Pay : Rs. 24,091.00

In Words Rupees Twenty Four Thousand and Ninety One Only.

Days In Month (A)	**Arrear Days (B)**	**LOPR Days(C)**	**LOP Days (D)**	**Net Days Worked (E = A + B + C - D)**
31.0	0.0	0.0	0.0	31.0

Private and Confidential.This is a system-generated document and signature is not required

EVRY

EVRY India Pvt. Ltd.
CIN: U72200KA2006PTC038899

ISO 9001:2015 | ISO/IEC 27001:2013
CMMI DEV ML5 | CMMI SVC ML5 | PCI-DSS

October 17, 2019

Private and Confidential

NIHARIKA G VIJAY
Alva's Institute of Engineering and Technology, Moodabidri

Dear NIHARIKA G VIJAY,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY India Pvt. Ltd**. You are expected to join on **July 1, 2020** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. Your offer for employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of employment will cause serious losses to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. July 1, 2020),** you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. July 1, 2020),** you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the Agreement and the Company shall be entitled to take all measures to enforce its rights at law and in equity.

Working Hours:

The work timings are at the sole discretion of the Management. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

EVRY

Annexure I

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C'
RMZ Infinity - Old Madras Road
Bommanahalli, K.R. Puram
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 2000
Fax: +91 080 6661 9334
ey.com

22 June, 2020

Mr P Vighnesh Pejathaya
Anantha Kripa, 1-20/1, Near A.P Temple,
Kudupu,
Mangalore,
Karnataka - 575028

Contact No: +91 9632400765
Email: pvpejathaya@gmail.com

Dear P Vighnesh,

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **ADV PI-DigiFS-Campus GDS** in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

EY
Building a better working world

Annexure B

Name	**P Vighnesh Pejathaya**	**DOJ**	**11 January, 2021**
Designation	**Associate Software Engineer**	**Service Line**	**ADV PI-DigIFS-Campus GDS**
Rank	**44**		

COMPONENTS	**Per Month (INR)**	**Annual (INR)**
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

EVRY

EVRY India Pvt. Ltd.
CIN: U72200KA2006PTC038899

ISO 9001:2015 | ISO/IEC 27001:2013
CMMI DEV ML5 | CMMI SVC ML5 | PCI-DSS

Private and Confidential

October 17, 2019

Pallavi Sutar
Alva's Institute of Engineering and Technology, Moodabidri

Dear Pallavi Sutar,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY India Pvt. Ltd**. You are expected to join on **July 1, 2020** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. Your offer for employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of employment will cause serious losses to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. July 1, 2020),** you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. July 1, 2020),** you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the Agreement and the Company shall be entitled to take all measures to enforce its rights at law and in equity.

Working Hours:

The work timings are at the sole discretion of the Management. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

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Alva's Institute of Engg. & Technology
MOODBIDRI - 574 225

EVRY

Annexure I

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

EVRY

Note:

1. Gratuity will be paid as per the Gratuity Act - eligible after completion of 5 Years of Service

Other Benefits:

1. You would be covered under Personal accidental insurance up to maximum of 1 Year CTC.

1. You would also be covered for Group Mediclaim for a sum of Rs.3 Lakhs which covers your immediate family (Spouse and Kids). You are eligible to include your parents in this coverage, by paying 50% of the premium amount, where the rest 50% is covered by the company.

for EVRY India Pvt. Ltd.

Vinu Sekhar R J
Vice President – Human Resources

Offer: Computer Consultancy
Ref: TCSL/DT20195276697/Bangalore
Date: 13/09/2019

Mr. Parikshith B Adiga
Boys Hostel ,Alvas Institute Of Engineering &Technology ,Shobhavana Campus,
Mijar,
Moodbidri-574225,
Karnataka.
Tel# 91-9148931194

Dear Parikshith B Adiga,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES
H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

TATA

GROSS SALARY SHEET

Annexure 1

Name	Parikshith B Adiga
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

[24]

Dear [illegible]

Sub: Conditional Offer of Employment

Congratulations

You have been shortlisted to join 24/7 Customer Private Limited, consequent that has been based amongst the Top Level performers [illegible] Session in the month immediately for Process in a few

We are pleased to offer you the position of Advisor – in 24/7 Customer. The following are the terms of employment with us.

1. Your offer of employment with us is Conditional to Background Verification. This will be applicable after your training period.
2. You will be required to work in shifts with rotating weekly offs.
3. You shall provide us a signed Letter of Acceptance on the date of your joining.
4. You will report for the training and orientation at our office as per the communication received from the HR team.
5. After joining you will be provided with Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay your monthly compensation components as per the date of joining the Company. It is hereby clarified that the entitlement of your monthly compensation components from the date you join the Company will not depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weeks offs. However, in case you require leave during training period on account of any medical emergency, you may request your trainer who shall consider such request on a case to case basis.
7. In the event of personal absence exceeding two continuous days, you will be required to restart the training again in the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend salary eligibility if certified will commence accordingly.

You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining [illegible] for the purpose of submission verification.

- Five passport size color photographs (important)
- Date of Birth proof certificate (Original and Photocopy)
- Aadhaar Card (Original and Photocopy)
- Graduation mark sheets till last semester including final semester admit card (Original and photocopy)
- High school and secondary school pass out mark sheets certificates (Original and Photocopy)
- Previous Employment details if any (Service Certificate, Relieving Letter if applicable in original)
- Last drawn Pay slip (if applicable in original)
- Passport No., Driver's license No., Bank Account No. (Original and Photocopy)

NOTE: ORIGINAL DOCUMENTS WILL BE RETURNED TO THE EMPLOYEE IMMEDIATELY AFTER BEING VERIFIED AGAINST THE COPIES WHICH SHALL BE ATTESTED.

If you have any queries pertaining to this offer letter please call us at +91 80 [illegible].

Please sign this Offer in the place allotted for the same as your acknowledgement to join the company on the communicated date failing which this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer.

With Best Regards,

Sreelata Malli
Vice President HR

H. O. D.
Dept. Of Computer Science & Engg.
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

I accept your offer.
Signature of the candidate

HERAIZEN

LETTER OF EMPLOYMENT

Date: 8th Nov 2019

Dear Pragathi H D,

It is our pleasure to extend this offer of employment to you on behalf of Heraizen Technologies. You are expected to join us within ten days of completion of your course as **Business Analyst** with an annual remuneration of Rs.3,00,000 (Rupees Three Lakh only) subject to satisfaction of the terms of employment which is attached with this employment offer.

You are requested to sign both the Letter of Employment and Terms of Employment, signifying your acceptance of the same.

We look forward to a very fruitful association with you.

Sincerely,

Venkatesh C S
Vice President

Accepted

Name: Pragathi. H.D

Signature with Date: Pragathi 11/11/19

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

HERAIZEN Technologies Pvt. Ltd. [illegible] Bangalore 560085
Tel: +91 [illegible] CIN: [illegible]

Scanned with CamScanner

HERAIZEN

TERMS OF EMPLOYMENT

1. Mandatory completion of Internship

You are required to undergo an Internship with us during your eighth semester for a period three months, wherein a monthly stipend of Rs.6,000 (Rupees Six Thousand only) will be paid to you. Your performance will be evaluated during this period and successful completion of the same is a prerequisite for your employment with us. The start date for the internship engagement will be decided in consultation with your placement department

2. You are required to submit all your original qualification documents that are available with you on the date of joining the Internship. These include the marks cards of 10th Std, 12th Std, and those of your qualifying degree. The remaining original qualification documents (i.e. the marks cards of the final semesters and the degree certificate) should be submitted following the completion of your course

3. Execute the letter of commitment – the duration of commitment is from the Internship start date till the completion of 2 years as a permanent employee

4. Successfully complete the course you are studying

5. Report on the specified date as communicated to your placement department following the completion of your course

Accepted

Name: Pragathi. H.D

Signature with Date: Pragathi 11/10/19

Terralogic

December 23, 2019

Dear Prasanna,

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

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

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

Best Regards,

Terralogic Software Solutions Pvt. Ltd. Bangalore

Darshika
HR Executive

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Ref. No : RT1/ECE/1920/0283

Date: 09 Oct 2019

Mr. Prashanth S
S/o Mr. P Chikkasiddappa
#10, 420, KHB Colony
Gandhinagar, Yelahanka Old Town
Bangalore North
Bangalore – 560 064

Dear Prashanth

We are delighted to submit to you this offer for appointment as a **Trainee Software Engineer L1(Band – B)** of our team at Robosoft Technologies Private Limited. This offer letter enlists the principal terms and conditions of this employment offer. You are expected to join on **13 Jul 2020**

Under the terms of this offer
You shall be on probation for a period of six months from the date of joining. Subject to satisfactory performance, the Company will confirm your position at the end of the probation period. However, the Company reserves the rights to further extend your probation for a maximum of another six (6) months, if required.

Your remuneration on a cost-to-company basis (inclusive of benefits such as the Company's contribution to Provident Fund, Gratuity, Variable Pay etc.) as discussed with you is provided in Annexure-I.

The Company reserves the right to change the position for which you are being hired and/or your duties. Your initial place of work shall be the Company's office situated at **Udupi**, but you may be required to work at any other place as decided by the Company.

Your employment with the Company will be subject to (i) all terms and conditions which will be detailed in the letter of appointment, which will be issued to you on your date of joining the Company or earlier once you have accepted this offer and (ii) the terms and conditions set forth in the Service Rules book published and amended by the Company from time to time.

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's letter of appointment as a condition of your employment on the day of joining as well as a separate Non Disclosure Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers, if any. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

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Robosoft Technologies Pvt. Ltd.

[illegible] • Tel: [illegible] • Fax: [illegible] • [illegible] • www.[illegible]
Corporate ID No: [illegible]

This offer of employment is subject to the following conditions

a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic.

b. The Company obtaining a satisfactory feedback from the reference checks carried out by it and/or background verification conducted through an external agency, and

c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

This offer is also subject to your successful completion of all the curricular requirements laid down by the University/ Institution for award of the degree. You are expected to maintain high academic standards in your qualifying degree as was communicated to you during your campus placements. Your final grade/ percentage will have to be same or higher than the academic cutoff specified to qualify for our written test.

This offer letter is also subject to your executing a Service Agreement for 36 months, in the prescribed proforma with our Company, on successful completion of your academics and before joining our Company. A copy of the said proforma is available with our HR personnel for your review.

We look forward to you becoming a part of the Company. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before 11-Oct-2019 after which time this offer will be considered to have been withdrawn by the Company without further notice to you.

On the date of joining, you are expected to produce a set of documents as mentioned in Annexure-II

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Best Regards,

Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature] [Name] [Date]

ANNEXURE - I

Your Compensation Package, on CTC (Cost to Company) basis shall be Rs 3,50,000 per annum, as detailed below:

Sl No.	Component	Amount in Rupees per annum	Description
1	Basic Salary	180,000	Paid monthly
2	House Rent Allowance	5,000	Paid monthly
3	Conveyance Allowance	19,200	Paid monthly
4	Medical Re-imbursement	15,000	Paid monthly
5	Food & Refreshments	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	15,000	Paid monthly
7	Other Allowance	33,746	Paid monthly
	Annual Gross Salary (Total of components 1 to 7)	**279,946**	
8	Provident Fund (Employer's Contribution)	21,600	Employer's contribution, paid monthly
9	Medical Insurance Premium	4,800	Paid directly by the Company
10	Gratuity	8,654	Paid directly by the Company
	Total Fixed	**315,000**	
11	Variable Pay	35,000	Paid at the end of the year based on Individual performance
	Total CTC per annum	**350,000**	

Group Medical insurance coverage is Rs. 3,00,000 per annum.

Statutory deductions at applicable rates, towards EPF, Professional Tax, Income Tax and any other taxes as applicable shall be effected from the monthly gross salary.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,

Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature] [Name] [Date]

Infosys
Navigate your next

HRD/FINALSEMTRG/2019/13441141

January 1, 2020

Prathiksha T.

Alva's Institute of Engineering and Technology

Dear Prathiksha,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____between you (**"Trainee"** hereafter) and Infosys Limited (**"Infosys"** hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date	:	**February 3, 2020**
2. Duration of the program	:	**14 to 16 weeks**
3. Location	:	**Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by Infosys at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.01 15:42:22 +05:30
Reason: Internship Offer Letter
Location: Bangalore

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,

RICHARD LOBO

EVP - Head HR

Infosys
Navigate your next

Dear Prathiksha,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

[24]7.ai

Offer Id : **46115**

RABEYA SYED
62 papaiah garden munekolala/ Maratha Halli Bangalore



Dear **RABEYA SYED**,

Congratulations!

Sub: Offer of Employment

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Advisor** in 24/7 Customer Private Limited commencing from the Date **30-Oct-2020**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We will provide you a separate **Letter of Appointment** on the date of your joining.
4. Your joining formalities will be conducted remotely and is scheduled on **30-Oct-2020** at **4:30PM**. You will receive a Zoom invite on your registered email ID. You are requested to join the Zoom meeting on time without fail and be available throughout the sessionto complete joining formalities.
5. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay you the CTC retrospectively from the date of your joining the Company. It is hereby clarified that your entitlement of the CTC (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining for the purpose of submission/verification:

    - Six passport size color photographs (important) with white background (Formal Attire)
    - Date of Birth proof certificate (Original and Photocopy)
    - Latest Mark sheet/ Education certificates (Original and Photocopy)
    - Previous Employment details (Service Certificate/ Relieving Letter if applicable in original)
    - Last drawn Pay slip (if applicable in original)
    - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalised Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - 9845526247/9945200330

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **29-Oct-2020** and if you do not join the Company on **30-Oct-2020** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

With Best Wishes,

Shivesh Kundan
VP - HR-Recruitment

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

This is a system generated letter and does not require any signature

[24]7.ai

Name : RABEYA SYED

Annexure I

Level / Grade : L1G1
Designation : Advisor

Salary Components

Fixed Components	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	CTC Per Annum
Basic	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600
Advance Statutory Bonus	1,135	1,135	13,620
Special Allowance	7,325	7,325	87,900
Total of Fixed components (I)	**14,760**	**14,760**	**1,77,120**
Benefits			
Provident Fund - Employer's Contribution	1,635	1,635	19,620
Medical Insurance	195	195	2,340
Life Insurance	50	50	600
Gratuity	216	216	2,592
ESI Contribution - Employer's Contribution @ 3.25%	608	608	7,296
Total of Benefits(II)	**2,704**	**2,704**	**32,448**
Variable Components			
Target Shift Allowance	1,760	1,760	21,120
Production Incentive (ECOP - from 4th to 12th month based on performance)	0	1,400	12,600
Self To Work (STW)	2,200	2,200	26,400
Total of Variable components (III)	**3,960**	**5,360**	**60,120**
Total CTC Per Month(I+II+III)	**21,424**	**22,824**	**2,69,688**

With Best Wishes,
Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

[24]7.ai

Appointment Letter of 01079949 (Rabeya Amir Syed)

Employee ID 01079949 02-Nov-2020

Name **Ms.Rabeya Amir Syed**

Effective Date 30-Oct-2020

Level / Grade : L1G1
Designation : Advisor

Salary Components			
Fixed Components	**CTC Per Month (1 to 3 months)**	**CTC Per Month (4 to 12 months)**	**CTC Per Annum**
Basic	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600
Advance Statutory Bonus	1,135	1,135	13,620
Special Allowance	7,325	7,325	87,900
Total of Fixed components (I)	**14,760**	**14,760**	**1,77,120**
Benefits			
Provident Fund - Employer's Contribution	1,635	1,635	19,620
Medical Insurance	195	195	2,340
Life Insurance	50	50	600
Gratuity	216	216	2,592
ESI Contribution - Employer's Contribution @ 3.25%	608	608	7,296
Total of Benefits(II)	**2,704**	**2,704**	**32,448**
Variable Components			
Target Shift Allowance	1,760	1,760	21,120
Production Incentive (ECOP - from 4th to 12th month based on performance)	0	1,400	12,500
Self To Work (STW)	2,200	2,200	26,400
Total of Variable components (III)	**3,960**	**5,360**	**60,120**
Total CTC Per Month(I+II+III)	**21,424**	**22,824**	**2,69,688**

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2020.11.02 17:19

[24]



RABEYA AMIR SYED

Manipal Dot Net Pvt. Ltd.

GSTIN : 29AADCM8063B1ZI
CIN : U72200KA2000PTC026594

Date.: 31 December 2020

Mr. Rakesh Kotian
S/o. Mohan A Kotian
"Om Sai", Moodabettu House,
Admar, Yermal, Udupi - 574119

Dear Mr. Rakesh Kotian,

This has reference to your application exploring suitable vacancy at Manipal Dot Net Pvt. Ltd. We are pleased to appoint you as **"Temporary Technical Staff"** purely on temporary basis for a period between **01 January 2021** (*Joining Day*) to **31 March 2021** (*Ending Day*). You are required to join the duty on the Joining Day, falling which this order stands automatically canceled. You will be reporting to **Mr. Nagaraja Kateel Shettigar, Director of Engineering** on joining duty.

Terms of your employment are as follows:

1. Your compensation during the temporary period are as detailed in Annexure I.
2. The necessary deductions for Profession Tax, Provident Fund and ESI will be made as per rules.
3. This is a purely temporary appointment and does not confer on you any right whatsoever for a future appointment, permanent or otherwise. This offer is only for the fixed term mentioned above, and shall automatically come to an end on the *Ending Day* specified above. You automatically stand relieved on the *Ending Day* and will have no claim or right on the post thereafter.
4. Even before the *Ending Day*, your services are liable to be terminated with one month's notice, without assigning any reason whatsoever. You too will have the liberty to resign from this company by giving one month's advance intimation. If you leave the services of the company, without giving the requisite one month's notice, we will be entitled to recover from you an amount equivalent to one month's gross salary in lieu of the notice period and we will also be entitled to adjust any such amount due from you against any amounts which may be payable to you by us.
5. You shall not divulge any of our secret / confidential information received in connection with the training, business or the affairs except as may be required by Law during the course of performing your duty under us.
6. You shall discharge the functions and duties assigned to you with ability, skill and energy and take diligent care of all our goods, cash and properties, coming into or passing through you in the course of your duties and duly account for all such cash, goods and properties.
7. It is specifically understood that we have relied on the information furnished by you in your application for employment and the other documents and records in support thereof that you may have supplied us. In event these are found to be incorrect or incomplete, then you shall notwithstanding anything herein above contained, be liable to dismissal or removal from service without prejudice to other action or proceedings open to us.
8. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion.

Please sign the duplicate of this letter as confirmation of your acceptance of all the above mentioned terms and conditions to your appointment with us.

Yours faithfully,
For **Manipal Dot Net Pvt. Ltd.,**

Narasimha Balakrishna Bhat
Digitally signed by Narasimha Balakrishna Bhat
Date: 2021.01.01 10:09:35 +05'30'

Managing Director

Signature of the Reporting Authority.: _____

I accept the above offer and will join on 01/01/2021

Signature of the Employee.: Rakesh

Encl: Annexure I - Compensation and benefits structure

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI-574 225

Mr. Rakesh Kotian
MDN Employee

If found, please return to:
Manipal Dot Net Pvt. Ltd.,
Regd. Office:
4-285K, 80 Badagabettu
Manipal - 576 104
Ph: 2570792 / 8762272792
Email: info@manipal.net

SLK Software Services Pvt. Ltd.,
SLK Green Part, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural – 562 110, India.
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921

Date: **02-26-2020**

Dear **Rakshith Gowda N,**

Congratulations!! We welcome you to join the team having vision to excel.

We have pleasure in offering to hire you to the position of a **"Trainee", Grade T1** Subject to the terms of this offer.
Your annual compensation (CTC) will be as given below.

- INR 320,000 (Three Lakh Twenty Thousand Only) per annum.
- Your compensation will be reviewed after 12 months completion of your joining, based on your performance.

SLK reserves the right, at its sole discretion, to appoint you either at the parent SLK Software or its subsidiary VFI SLK Global. You will be informed on the specific entity that you will be appointed for and an offer letter for the same will be issued with the terms and conditions prior to your joining date, subject to you meeting your obligations herein agreed.

This offer is conditional and subject to the following terms and conditions:

- Evidence and confirmation on successful completion of degree
- Satisfactory verification of your identity, address, previous employment/(s) and education qualification
- Satisfactory clearing certain medical tests at medical laboratory identified by SLK. Details of medical test and medical laboratory details will be mailed to you along with joining date confirmation letter
- Signing an agreement to serve the company for a period of 2 years from the date of joining.

The exact date of joining will be communicated to you at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

N Sangeetha Ponnappa (Associate Vice President – HRM)

H.O.D.
Dept. of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Encl. 1. List of documents required at the time of joining

I agree and accept the terms and conditions of my prospective employment as mentioned above.

Signature: _____ Date: _____

Candidate Name

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09/29/2020
Rakshith Umesh Rai
Mangalore

Mr Rakshith,

It is with great pleasure that we extend to you this offer of employment with ArisGlobal Software Pvt. Ltd., (ArisGlobal) as **Trainee** at **Mysore** .The following shall be the terms and conditions of your employment:

1. Your annual compensation will be **Rs. 400,000.00 /-.** You will be a a trainee for a period of 6 (six) months. Upon successful completion of the six months training period there will a review of your performance. Upon successful completion of the performance review you will be confirmed on the rolls of the Company and will be designated as . Your compensation will be reviewed as per the company's appraisal cycle subject to your performance and feedback.

2. You shall hereby agree to remain in the service of the Company for a period of 2 (Two) years from the date of joining as per the Employment Bond.

3. You further agree to abide by all company rules/regulations and the HR policies.Your offer includes benefits as per company policies from time to time. Your contractual obligations are defined by this offer letter and the terms and conditions set out in the Employment Bond and the Non-Disclosure and Non-Compete Agreement that you shall sign, and the Rules and Regulations of the Company as applicable to you from time to time.

4.In the event of your voluntarily submission of your resignation within two (2) years of your joining, you are required to serve fifteen (15) days' notice period within first six (6) months and thereafter as per the HR Policy, and also shall pay to the Company, bond amount of Rs.1,50,000/- (Rupees One Lakh Fifty Thousand only).

5.Your appointment will be effective from date of joining, which shall be on or before **10/05/2020,** failing which the appointment shall stand automatically withdrawn.

6. The Company will not be liable for any continuing contractual obligations which you may have with your current or earlier employers.

H.O.D.
Dept. of Computer Science & Engineering
Sahyadri Coll. of Engg. & Technology

ArisGlobal

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COMPENSATION BREAKUP

Name : Rakshith Umesh Rai

Date : 09/29/2020

Grade : Salary Grade - 1A

Designation : Trainee

A	MONTHLY SALARY		Rs./Ps
1	Basic		16,736.00
2	House Rent Allowance		7,531.00
3	Leave Travel Assistance		1,395.00
4	Bonus		1,394.00
5	Flexible Benefit Plan*		3,216.00
		SUBTOTAL	30,272.00
B	BENEFITS		
	Company's Contribution towards PF		1,395.00
	MONTHLY GROSS (including Company's PF Contribution)		31,667.00
		ANNUALTOTAL	380,000.00
C	Variable Pay		20,000.00
	Total Potential Earnings		400,000.00
D	NON-CASH COMPONENTS & BENEFITS Gratuity		9,660.00
E	TOTAL REMUNERATION PACKAGE		409,660.00

for ArisGlobal Software Pvt. Ltd.

Clinton J Wolfe
Chief Human Resource Officer

Notes:

1. Coverage Under Group Personal Accident Insurance for Self
2. Coverage Under Group Term Life Insurance
   Coverage Under Group Hospitalization / Mediclaim Insurance for Self (Spouse & 2 Children, if married).
3. Also have option to cover Parents/In-laws under the companies Group Mediclaim Insurance Policy and the premium will be the employee.
4. Compensation Package is subject to TDS as per prevailing IT norms
5. Gratuity Payable as per The Payment of Gratuity Act
6. Variable Pay will be paid as per Performance Linked Variable Pay Guidelines Under the Flexi Benefit Plan (FBP), an employee can allocate the fund towards Mobile & Internet bill
7. Reimbursement, Food Coupons, Fuel Reimbursement and Children Education Allowance to avail tax benefits.

FSS
POWERING PAYMENTS
Financial Software & Systems (P) Ltd
G 4, 1st Cross Street, SIPCOT IT Park, Rajiv Gandhi Salai (OMR)
Siruseri, Navalur, Chennai, TN - 603 103, India
Tel: +91 44 4741 5600, Fax: +91 44 4741 5601

Dear Rakshith,

When the mission of the Organization is to become an Unicorn, it becomes imperative that we hire people who will help us accelerate that journey and get us there faster than planned,...and sure enough, we found you to be one!

Congratulations!, and Welcome aboard!

We wish you a long and fulfilling career with FSS!

Regards,

Bharathan Prahalad

Assistant Vice President – Human Resources

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

FSS
POWERING PAYMENTS
Financial Software & Systems (P) Ltd
G 4, 1st Cross Street, SIPCOT IT Park, Rajiv Gandhi Salai (OMR)
Siruseri, Navalur, Chennai, TN - 603 103, India
Tel: +91 44 4741 5600, Fax: +91 44 4741 5601

Date: 22/10/19

To,

Dear Rakshith Umesh Rao,

Congratulations!

With reference to our discussions, we are pleased to offer you a position of **Trainee – Software Engineer** for the **Technology arm** of our **Retail Payments** Business Group.

The Remuneration offered for the position is **Rs. 4,00,000/- (Rupees Four Lakhs)** per annum.

You will be required to sign a standard employment agreement of the organization regarding confidentiality of information, invention assignment and other clauses. Your employment with us will be governed by the terms and conditions of the organization as amended from time to time. At the time of joining FSS you will also be required to sign a 2 Years' service agreement for INR 2, 00,000

You are required to furnish the following documents at the time of joining:

- **Two passport size color photographs**
- **Copies of your educational certificates**
- **Address Proof / Date of Birth Documents (Passport / PAN/ Ration Card)**
- **Two references**

You will be provided with a detailed offer letter on submission of the required documents.

Employment as per this offer letter is subject to your satisfactory references and background verifications. This offer of appointment is valid up to **August 31, 2020**, and your date of joining will be communicated to you. Please sign the duplicate copy of the letter and return it to us at the earliest as a token of acceptance of this offer.

Wishing you a bright and prosperous career in our Organization.

Sincerely,

Bharathan Prahalad
Assistant Vice President – Human Resources

I accept the offer as outlined above.

Name: _____ Date: _____

Infosys
Navigate your next

HRD/FINALSEMTRG/2019/13441097

January 1, 2020

Rasik Ramchandra Shetty,

Alva's Institute of Engineering and Technology

Dear Rasik,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____between you ("**Trainee**" hereafter) and Infosys Limited ("**Infosys**" hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by Infosys at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.01 15:42:15 +05:30
Reason: Internship Offer Letter
Location: Bangalore

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,

RICHARD LOBO

EVP - Head HR

Infosys
Navigate your next

Dear Rasik,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

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09/29/2020
Ravi KR
Mangalore

Mr. Ravi,

It is with great pleasure that we extend to you this offer of employment with ArisGlobal Software Pvt. Ltd., (ArisGlobal) as **Trainee** at **Mysore** .The following shall be the terms and conditions of your employment:

1. Your annual compensation will be **Rs. 400,000.00 /-.** You will be a a trainee for a period of 6 (six) months. Upon successful completion of the six months training period there will a review of your performance. Upon successful completion of the performance review you will be confirmed on the rolls of the Company and will be designated as . Your compensation will be reviewed as per the company's appraisal cycle subject to your performance and feedback.

2. You shall hereby agree to remain in the service of the Company for a period of 2 (Two) years from the date of joining as per the Employment Bond.

3. You further agree to abide by all company rules/regulations and the HR policies.Your offer includes benefits as per company policies from time to time. Your contractual obligations are defined by this offer letter and the terms and conditions set out in the Employment Bond and the Non-Disclosure and Non-Compete Agreement that you shall sign, and the Rules and Regulations of the Company as applicable to you from time to time.

4.In the event of your voluntarily submission of your resignation within two (2) years of your joining, you are required to serve fifteen (15) days' notice period within first six (6) months and thereafter as per the HR Policy, and also shall pay to the Company, bond amount of Rs.1,50,000/- (Rupees One Lakh Fifty Thousand only).

5.Your appointment will be effective from date of joining, which shall be on or before **07/27/2020,** failing which the appointment shall stand automatically withdrawn.

6. The Company will not be liable for any continuing contractual obligations which you may have with your current or earlier employers.

H. O. D.
Dept. Of Computer Science & Engineering
Institute of Engg. & Technology
-574 225

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COMPENSATION BREAKUP

Name : Ravi KR

Date : 09/29/2020

Grade : Salary Grade - 1A

Designation : Trainee

A	MONTHLY SALARY	Rs./Ps
1	Basic	16,736.00
2	House Rent Allowance	7,531.00
3	Leave Travel Assistance	1,395.00
4	Bonus	1,394.00
5	Flexible Benefit Plan*	3,216.00
	SUBTOTAL	30,272.00
B	BENEFITS	
	Company's Contribution towards PF	1,395.00
	MONTHLY GROSS (including Company's PF Contribution)	31,667.00
	ANNUALTOTAL	380,000.00
C	Variable Pay	20,000.00
	Total Potential Earnings	400,000.00
D	NON-CASH COMPONENTS & BENEFITS Gratuity	9,660.00
E	TOTAL REMUNERATION PACKAGE	409,660.00

for ArisGlobal Software Pvt. Ltd.

Clinton J Wolfe
Chief Human Resource Officer

Notes:

1. Coverage Under Group Personal Accident Insurance for Self
2. Coverage Under Group Term Life Insurance
   Coverage Under Group Hospitalization / Mediclaim Insurance for Self (Spouse & 2 Children, if married).
3. Also have option to cover Parents/In-laws under the companies Group Mediclaim Insurance Policy and the premium will be the employee.
4. Compensation Package is subject to TDS as per prevailing IT norms
5. Gratuity Payable as per The Payment of Gratuity Act
6. Variable Pay will be paid as per Performance Linked Variable Pay Guidelines Under the Flexi Benefit Plan (FBP), an employee can allocate the fund towards Mobile & Internet bill
7. Reimbursement, Food Coupons, Fuel Reimbursement and Children Education Allowance to avail tax benefits.

EVRY

EVRY India Pvt. Ltd.
CIN: U72200KA2006PTC038899

ISO 9001:2015 | ISO/IEC 27001:2013
CMMI DEV ML5 | CMMI SVC ML5 | PCI-DSS

October 17, 2019

Private and Confidential

Rohan Ranjolkar
Alva's Institute of Engineering and Technology, Moodabidri

Dear Rohan Ranjolkar,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY India Pvt. Ltd**. You are expected to join on **July 1, 2020** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. Your offer for employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of employment will cause serious losses to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. July 1, 2020),** you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. July 1, 2020)**, you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the Agreement and the Company shall be entitled to take all measures to enforce its rights at law and in equity.

Working Hours:

The work timings are at the sole discretion of the Management. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

EVRY

Annexure I

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

EVRY

Note:

1. Gratuity will be paid as per the Gratuity Act - eligible after completion of 5 Years of Service

Other Benefits:

1. You would be covered under Personal accidental insurance up to maximum of 1 Year CTC.

1. You would also be covered for Group Mediclaim for a sum of Rs.3 Lakhs which covers your immediate family (Spouse and Kids). You are eligible to include your parents in this coverage, by paying 50% of the premium amount, where the rest 50% is covered by the company.

for EVRY India Pvt. Ltd.

Vinu Sekhar R J
Vice President – Human Resources

Infosys
Navigate your next

HRD/FINALSEMTRG/2019/13440818

January 1, 2020

Samrin Banu,

Alva's Institute of Engineering and Technology

Dear Samrin,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____between you (**"Trainee"** hereafter) and Infosys Limited (**"Infosys"** hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by Infosys at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.01 15:42:13 +05:30
Reason: Internship Offer Letter
Location: Bangalore

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

Infosys
Navigate your next

Dear Samrin,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

GAIN

22nd Aug 2019

To,
Sarath Santosh Shetty
Department of Computer Science Engineering
Alva's Institute of Engineering and Technology

Dear Sarath Santosh,

Subject: Offer for the position of Associate Engineer

Welcome to our team! We are pleased that you've chosen a career at [illegible] Private Limited. As part of our commitment to your success, we want to make sure that you're ready for your first day. In this package you'll find what you need to get started at [illegible] Private Limited:

- [illegible]
- Before your first day: What you need to do
- [illegible]

Gaininsights goal is to implement simple, efficient, innovative solutions & strategies that will help our customers spend less time looking for answers and more time driving strategic decisions. To achieve this goal we welcome your ideas and initiative. We depend on them to help drive the company's continued success. We are confident that as you master your new responsibilities and apply your previous experience, you will help us achieve our ambitious goals. Together, we will make things happen.

Sarath, we are excited that you have chosen to further your career as part of our winning team. Please sign the attached "Employment Detail" page indicating your concurrence with the terms of our offer. We look forward to your many contributions toward our mutual future success.

Sincerely,

Srividya Gopakumar
Head - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

[illegible]

Scanned by CamScanner

GAIN

Please sign below confirming your acceptance of this offer, indicating proposed start date. Retain one copy for your records and scan a copy to recruitment@gainsights.com. This offer stands automatically withdrawn thereafter unless the offer validity date is extended and communicated in writing or email.

I Sanath Santosh accept the position of Associate Engineer with Gainsights Private Limited at a CTC of Rs. [illegible] per annum which includes the base salary & allowances listed in [illegible]

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

Name: Sanath Shetty

Joining Date: August 2nd week 2020

Signature: Sanath

Date: [illegible]

Scanned by CamScanner

ArisGlobal
We Bring the Future to Life

CONFIDENTIAL

09/29/2020
Sannidhi P
Mangalore

Mr Sannidhi,

It is with great pleasure that we extend to you this offer of employment with ArisGlobal Software Pvt. Ltd., (ArisGlobal) as **Trainee** at **Mysore** .The following shall be the terms and conditions of your employment:

1. Your annual compensation will be **Rs. 400,000.00 /-**. You will be a a trainee for a period of 6 (six) months. Upon successful completion of the six months training period there will a review of your performance. Upon successful completion of the performance review you will be confirmed on the rolls of the Company and will be designated as . Your compensation will be reviewed as per the company's appraisal cycle subject to your performance and feedback.

2. You shall hereby agree to remain in the service of the Company for a period of 2 (Two) years from the date of joining as per the Employment Bond.

3. You further agree to abide by all company rules/regulations and the HR policies.Your offer includes benefits as per company policies from time to time. Your contractual obligations are defined by this offer letter and the terms and conditions set out in the Employment Bond and the Non-Disclosure and Non-Compete Agreement that you shall sign, and the Rules and Regulations of the Company as applicable to you from time to time.

4.In the event of your voluntarily submission of your resignation within two (2) years of your joining, you are required to serve fifteen (15) days' notice period within first six (6) months and thereafter as per the HR Policy, and also shall pay to the Company, bond amount of Rs.1,50,000/- (Rupees One Lakh Fifty Thousand only).

5.Your appointment will be effective from date of joining, which shall be on or before **10/05/2020**, failing which the appointment shall stand automatically withdrawn.

6. The Company will not be liable for any continuing contractual obligations which you may have with your current or earlier employers.

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
MOODBIDRI - 574 225

ArisGlobal
We Bring the Future to Life

CONFIDENTIAL

COMPENSATION BREAKUP

Name : Sannidhi P

Date : 09/29/2020

Grade : Salary Grade - 1A

Designation : Trainee

		Rs./Ps
A	MONTHLY SALARY	
1	Basic	16,736.00
2	House Rent Allowance	7,531.00
3	Leave Travel Assistance	1,395.00
4	Bonus	1,394.00
5	Flexible Benefit Plan*	3,216.00
	SUBTOTAL	30,272.00
B	BENEFITS	
	Company's Contribution towards PF	1,395.00
	MONTHLY GROSS (Including Company's PF Contribution)	31,667.00
	ANNUALTOTAL	380,000.00
C	Variable Pay	20,000.00
	Total Potential Earnings	400,000.00
D	NON-CASH COMPONENTS & BENEFITS Gratuity	9,660.00
E	TOTAL REMUNERATION PACKAGE	409,660.00

for ArisGlobal Software Pvt. Ltd.

Clinton J Wolfe
Chief Human Resource Officer

Notes:

1. Coverage Under Group Personal Accident Insurance for Self
2. Coverage Under Group Term Life Insurance
   Coverage Under Group Hospitalization / Mediclaim Insurance for Self (Spouse & 2 Children, if married).
3. Also have option to cover Parents/In-laws under the companies Group Mediclaim Insurance Policy and the premium will be the employee.
4. Compensation Package is subject to TDS as per prevailing IT norms
5. Gratuity Payable as per The Payment of Gratuity Act
6. Variable Pay will be paid as per Performance Linked Variable Pay Guidelines Under the Flexi Benefit Plan (FBP), an employee can allocate the fund towards Mobile & Internet bill
7. Reimbursement, Food Coupons, Fuel Reimbursement and Children Education Allowance to avail tax benefits.

EY
Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Mr Shamanth M R
#406, 7th Main, 8th Cross, Bhuvaneshwari Nagar,
T. Dasarahalli,
Bangalore,
Karnataka - 560057

Contact No: +91 9686405064
Email: shamanthgowda110@gmail.com

Dear **Shamanth,**

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020.** If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **ADV PI ASMS-Campus GDS** in the Firm. Your Rank will be **44.** While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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Annexure B

Name	Shamanth M R	DOJ	11 January, 2021
Designation	Associate Software Engineer	Service Line	ADV PI ASMS-Campus GDS
Rank	44		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

This file is signed using Digital Signature.

EY
Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C'
RMZ Infinity, Old Madras Road,
Bennigganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Annexure C

Relocation allowance / benefit recovery letter

22 June, 2020

Mr Shamanth M R
#406, 7th Main, 8th Cross, Bhuvaneshwari Nagar ,
T. Dasarahalli,
Bangalore,
Karnataka - 560057

Contact No: +91 9686405064
Email: shamanthgowda110@gmail.com

Dear **Shamanth,**
As agreed during our discussion, you will join us on **11 January, 2021** & your initial place of posting will be **BLR Garnet/EYLLP/EYGDS/SEZ.** We will support you with relocation to **BLR Garnet/EYLLP/EYGDS/SEZ.** This is to ensure that you can commence your employment with GDS India with minimum disruption to personal life & claim reimbursement expenses, as applicable, attributable to the relocation.

Signature Not Verified
Signed by : KABITA PAUL
Date : 22-Jun-2020 19:23:45
Location : Gurugram

In the event of you deciding to leave the Firm or are terminated from the services of Firm before completion of 1 year with the Firm, from the date of your joining, then the amount paid towards the following will be recovered in full ;

- Interim living (accommodation), if any
- Transportation of goods & Travel, if any
- Relocation allowance, if any

Yours faithfully,

for **EY Global Delivery Services India LLP**

Authorized Signatory

EY Global Delivery Services India Private Limited (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (A limited liability partnership with LLP Identity No. AAL – 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Bennigganahalli, K.R. Puram Bangalore - 560016, India

This file is signed using Digital Signature.

DocuSign Envelope ID: 148A7517-5423-4E07-A1E7-3BE91B51D1D5

life-
changing
careers

novo nordisk

03-Dec-20

Personal & strictly confidential

Dear Sinchana Kamath

It is with great pleasure that we extend to you this offer of employment with Novo Nordisk Service Centre India Private Ltd. as Associate Business Analyst and your job location will be in Bangalore.

Your annual remuneration on a cost-to-company basis will be INR. 569,093/- (Rupees Five Lakh Sixty Nine Thousand Ninety Three Only) which also includes a variable component, called "Short Term Incentive", of INR 48,200/-

Your appointment will be effective from the date of joining, which shall be on or before 04-Jan-2021 failing which this offer of employment shall stand automatically withdrawn.

Your contractual obligations will be governed by the terms & conditions as defined in the T&C document, shared as Annexure I, along with the company HR policies. The information provided by you before and during employment with Novo Nordisk Service Centre India Private Ltd. is subject to verification. If at any point of time it is determined that the information found and/or collected during background verification is false or inaccurate, your employment at Novo Nordisk Service Centre India Private Ltd. will stand terminated with immediate effect without any obligation from the company.

Please indicate your acceptance of the above offer either by signing in the space indicated below and returning a copy of this letter or by email confirmation within 2 business days upon receipt of this letter; failing which this offer is deemed withdrawn. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Sincerely,

DocuSigned by:
Lene Hylling Axelsson

Lene Hylling Axelsson
Corporate Vice President
Novo Nordisk Service Centre (India) Private Ltd.

I hereby accept the offer of employment with the terms and conditions mentioned.

Signature _____ Date _____

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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Annexure I	
Salary Components	**Amount (Per Annum)**
Basic	231,360
HRA	115,680
Exgratia Bonus	37,000
Leave Travel Allowance	15,000
Special Allowance	82,960
Total Guaranteed Salary per annum (A)	482,000
Co's contribution to PF @ 12% of basic	27,764
Gratuity	11,129
Total Benefits (B)	38,893
Total Fixed Salary per annum (A+B)	520,893
Variable Pay	
Short Term Incentive (STI) at 100% achievement	48,200
Total Variable Pay p.a. at 100% achievement (C)	48,200
TOTAL COST TO COMPANY (A+B+C)	**569,093**

Sincerely,

DocuSigned by:
7D17CB3CFA974C9...

Lene Hylling Axelsson
Corporate Vice President
Novo Nordisk Service Centre (India) Private Ltd.

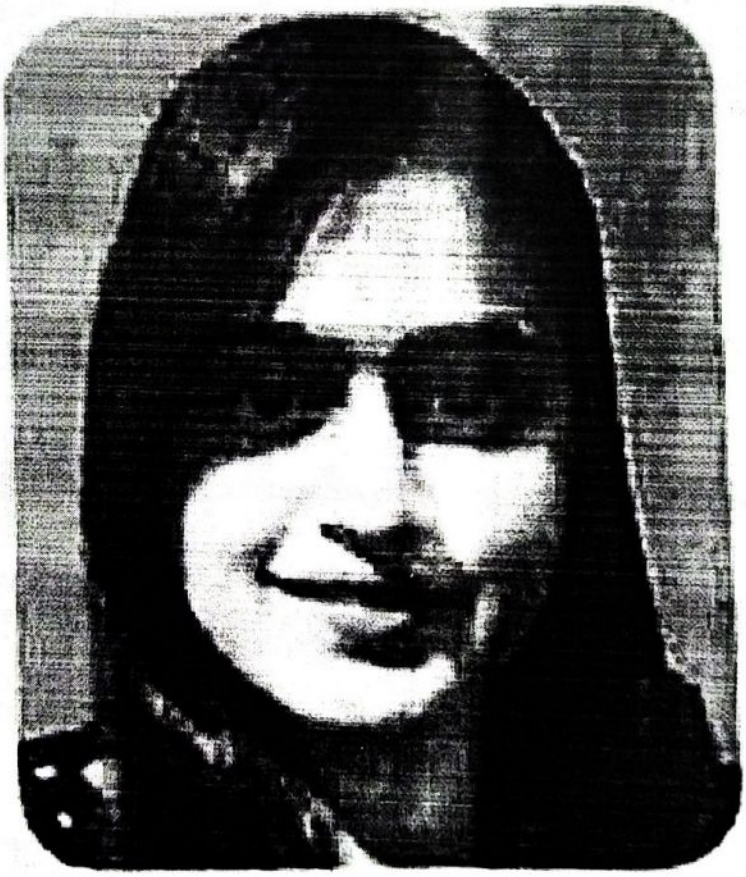
I hereby accept the offer of employment with the terms and conditions mentioned.

Signature

Date

changing
diabetes®

novo nordisk®



Sinchana Kamath

Building a better working world

22 June, 2020

Ms Shetty Sonali Sanjeeva
Sonlu Niwasa, Rajeev Nagar,
Hirgana Post, Kundeshwar Temple,
Karkala,
Karnataka - 576117

Contact No: +91 9663421742
Email: shettysonali1998@gmail.com

Dear **Shetty,**

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020.** If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **ADV PI-BPM-Campus GDS** in the Firm. Your Rank will be **44.** While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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Annexure B

Name	**Shetty Sonali Sanjeeva**	**DOJ**	**11 January, 2021**
Designation	**Associate Software Engineer**	**Service Line**	**ADV PI-BPM-Campus GDS**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

Building a better working world

22 June, 2020

Ms Soumya Mallasarja Rudrapur
D/o , Mallasarja, C/o : Channamma Chavan,
Vittal Nagar, Navalur,
Dharwad,
Karnataka - 580009

Contact No: +91 9731217649
Email: soumyarudrapur7@gmail.com

Dear **Soumya,**

Subject: Appointment in the position of
Associate Consultant 1

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Consultant 1** in **ADV PI-CGP-ITT/Service now GDS** in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

This file is signed using Digital Signature.

Building a better working world

3. WORKING HOURS:

Your standard working hours will be 45 hours a week.Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

As per our discussion you will report to the Firm on **11 January, 2021** at RMZ Infinity, Tower C, Old Madras Road, Benniganahalli, K.R. Puram, Bangalore - 560016.

Please note that your work location may be different based on the service line you are joining.

5. PROBATION:

You shall be on probation for a period of six months from the date of joining the Firm. Your employment will be deemed confirmed, unless otherwise communicated to you in writing for reasons not limited to performance.
During the six months probationary period for matters related to discipline or performance, the Firm reserves the right to take action in accordance to the policy of the Firm.
Please note that a confirmation letter/notification will not be issued to you upon completion of the six month probationary period.

6. ANNUAL FIXED COMPENSATION:

You shall be paid an annual fixed compensation of **INR 3,61,905/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provisions of the Income Tax Act, 1961, and will be paid to you after deduction of income tax and other applicable taxes at source. The annual fixed compensation will be paid to you monthly in arrears. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person within the Firm.

7. TRANSFERABILITY:

Your initial place of posting shall be at SEZ Unit located at Bagmane World Technology Center- SEZ, Coral Building,Doddanekkundi Village,Krishnarajapuram Hobli,Outer Ring Road,Bangalore-560037 . However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by EY on a worldwide basis.

This file is signed using Digital Signature.

Building a better working world

Annexure B

Name	**Soumya Mallasarja Rudrapur**	**DOJ**	**11 January, 2021**
Designation	**Associate Consultant 1**	**Service Line**	**ADV PI-CGP-ITT/Service now GDS**
Rank	**44**		

COMPONENTS	**Per Month (INR)**	**Annual (INR)**
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

This file is signed using Digital Signature.

[24]

Dear SOURABH KARABE

Sub: **Conditional Offer of Employment**

Congratulations!

You have been shortlisted to join 24 * 7 Customer Private limited, a company that has been rated amongst the "Top 5 most performing Contact Centers in the World" consistently for 3 years in a row.

We are pleased to offer you the position of **"Advisor"** in 24 * 7 Customer. The following are the terms of employment with 24 * 7 Customer:

1. Your initial annual Cost to Company will be **Rs** 2,69,000/- This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We shall provide you a separate Letter of Appointment on the date of your joining.
4. You will report for the joining and orientation at our office as per the communication received from the HR team.
5. Upon joining, you will be provided with Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay your monthly compensation retrospectively from the date of joining the Company. It is hereby clarified that your entitlement of your monthly compensation (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request your trainer who shall consider such request on a case to case basis.

   In the event of permitted absence exceeding [illegible] days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility if qualified will commence accordingly.
7. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining JUNE for the purpose of submission/verification:

   - Five passport size color photographs (important)
   - Date of Birth proof certificate (Original and Photocopy)
   - Aadhaar Card (Original and Photocopy)
   - Graduation mark sheets till last semester including final semester admit card (Original and photocopy)
   - High school and secondary school pass out mark sheets certificates (Original and Photocopy)
   - Previous Employment details if any (Service Certificate, Relieving Letter if applicable in original)
   - Last drawn Pay slip (if applicable in original)
   - Passport No., Driver's license No., Bank Account No. (Original and Photocopy)

NOTE: ORIGINAL DOCUMENTS WILL BE RETURNED TO THE EMPLOYEE IMMEDIATELY AFTER BEING VERIFIED AGAINST THE COPIES WHICH SHALL BE ATTESTED.

If you have any queries/clarifying to this offer letter please call us on 91 80 67292247

Please sign this Offer in the place allotted for the same as your acknowledgement to join the company on the communicated date failing which this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24 * 7 Customer.

With Best Wishes,

Sumita Malik
Vice President HR

I accept your offer
Signature of the candidate

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Scanned with CamScanner

DXC.technology

12 Aug, 2020

Srushti

Dear Srushti,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Aug 18, 2020 16:53 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

DXC.technology

12 Aug, 2020

Srushti
New Abhinaya Tailors, RK Complex, NGO Road, Belur

Belur(Taluk) Hassan(District), 573115
India

Dear Srushti,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 27 Aug, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

Your appointment with DXC is on the following terms and conditions:

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund

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void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

11. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Lokendra Sethi

Lokendra Sethi (Aug 18, 2020 19:03 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

FOR Employee

Name : Srushti

Srushti

Srushti (Aug 18, 2020 17:16 GMT+5.5)

Infosys
Navigate your next

HRD/FINALSEMTRG/2019/13440821

January 1, 2020

Sujay Acharya.

Alva's Institute of Engineering and Technology

Dear Sujay,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____between you (**"Trainee"** hereafter) and Infosys Limited (**"Infosys"** hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by Infosys at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.01 15:42:14 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Alva's Institute of Engg. & Technology
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Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

Infosys
Navigate your next

Dear Sujay,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

Offer: Computer Consultancy
Ref: TCSL/DT20195276635/Bangalore
Date: 13/09/2019

Ms. Supriksha Somashekar Shetty
Room-204, Kaveri B Block ,Aiet Girls HostelShobavana Campus,
Mijar,
Moodbidri-574225,
Karnataka.
Tel# 91-9967813520

Dear Supriksha Somashekar Shetty,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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



GROSS SALARY SHEET

Annexure 1

Name	Supriksha Somashekar Shetty
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

Date: **09-Oct-2019**

Ref. No.: RT1/EEI/1920/0285

Ms. Vaibhavi
D/o Mr. Nimbenna
#159/11, 25th Ward
Infantry Road, Behind Durga milk Dairy
Near Vasavi School Cantonment
Bellary, Hagari Bommanahalli
Karnataka – 583 104

Dear Vaibhavi

We are delighted to submit to you this offer for appointment as a **Trainee Software Engineer L1(Band – B)** of our team at Robosoft Technologies Private Limited. This offer letter enlists the principal terms and conditions of this employment offer. You are expected to join on **13-Jul-2020.**

Under the terms of this offer:
You shall be on probation for a period of **six** months from the date of joining. Subject to satisfactory performance, the Company will confirm your position at the end of the probation period. However, the Company reserves the rights to further extend your probation for a maximum of another six (6) months, if required

Your remuneration on a cost-to-company basis (inclusive of benefits such as the Company's contribution to Provident Fund, Gratuity, Variable Pay etc.) as discussed with you is provided in Annexure-I

The Company reserves the right to change the position for which you are being hired and/or your duties. Your initial place of work shall be the Company's office situated at **Udupi**, but you may be required to work in any other place as decided by the Company.

Your employment with the Company will be subject to (i) all terms and conditions which will be detailed in the letter of appointment, which will be issued to you on your date of joining the Company or earlier once you have accepted this offer and (ii) the terms and conditions set forth in the Service Rules book published and amended by the Company from time to time.

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's letter of appointment as a condition of your employment on the day of joining as well as a separate Non Disclosure Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers, if any. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company

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Robosoft Technologies Pvt. Ltd.

This offer of employment is subject to the following conditions:

a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;
b. The Company obtaining a satisfactory feedback from the reference checks carried out by it and/or background verification conducted through an external agency; and
c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

This offer is also subject to your successful completion of all the curricular requirements laid down by the University/ Institution for award of the degree. You are expected to maintain high academic standards in your qualifying degree as was communicated to you during your campus placements. Your final grade/ percentage will have to be same or higher than the academic cutoff specified to qualify for our written test.

This offer letter is also subject to your executing a Service Agreement for 36 months, in the prescribed proforma with our Company, on successful completion of your academics and before joining our Company. A copy of the said proforma is available with our HR personnel for your review.

We look forward to you becoming a part of the Company. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **11-Oct-2019** after which time this offer will be considered to have been withdrawn by the Company without further notice to you.

On the date of joining, you are expected to produce a set of documents as mentioned in Annexure-I.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Best Regards,

Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature] [Name] Date

ANNEXURE - I

Your Compensation Package, on CTC (Cost to Company) basis, shall be Rs.3,50,000, per annum, as detailed below:

Sl No.	Component	Amount in Rupees per annum	Description
1	Basic Salary	180,000	Paid monthly
2	House Rent Allowance	5,000	Paid monthly
3	Conveyance Allowance	19,200	Paid monthly
4	Medical Re-imbursement	15,000	Paid monthly
5	Food & Refreshments	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	15,000	Paid monthly
7	Other Allowance	33,746	Paid monthly
	Annual Gross Salary (Total of components 1 to 7)	**279,946**	
8	Provident Fund (Employer's Contribution)	21,600	Employer's contribution, paid monthly
9	Medical Insurance Premium	4,800	Paid directly by the Company
10	Gratuity	8,654	Paid directly by the Company
	Total Fixed	**315,000**	
11	Variable Pay	35,000	Paid at the end of the year based on **Individual** performance
	Total CTC per annum	**350,000**	

Group Medical insurance coverage is Rs. 3,00,000 per annum.

Statutory deductions at applicable rates, towards EPF, Professional Tax, Income Tax and any other taxes as applicable shall be effected from the monthly gross salary.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,

Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above

[Signature] [Name] [Date]

[24]

Dear VARSHA H CHETTY

Sub: **Conditional Offer of Employment**

Congratulations!

You have been shortlisted to join 24/7 Customer Private limited, a company that has been voted amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row.

We are pleased to offer you the position of **"Advisor"** in 24/7 Customer. The following are the terms of employment with 24/7 Customer.

1. Your initial annual Cost to Company will be Rs. 269000/- This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We shall provide you a separate Letter of Appointment on the date of your joining.
4. You will report for the joining and orientation at our office as per the communication received from the HR team.
5. Upon joining, you will be provided with Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay your monthly compensation retrospectively from the date of joining the Company. It is hereby clarified that your entitlement of your monthly compensation (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request your trainer who shall consider such requests on a case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility if qualified will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining JUNE for the purpose of submission/verification:
   - Five passport size color photographs (important)
   - Date of Birth proof certificate (Original and Photocopy)
   - Aadhaar Card (Original and Photocopy)
   - Graduation mark sheets till last semester including final semester admit card (Original and photocopy)
   - High school and secondary school pass out mark sheets certificates (Original and Photocopy)
   - Previous Employment details if any (Service Certificate/ Relieving Letter if applicable in original)
   - Last drawn Pay slip (if applicable in original)
   - Passport No. / Driver's license No. / Bank Account No. (Original and Photocopy)

NOTE: ORIGINAL DOCUMENTS WILL BE RETURNED TO THE EMPLOYEE IMMEDIATELY AFTER BEING VERIFIED AGAINST THE COPIES WHICH SHALL BE ATTESTED.

If you have any queries pertaining to this offer letter please call us at +91 9972927247.

Please sign this Offer in the place allotted for the same as your acknowledgement to join the company on the communicated date failing which this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer.

With Best Wishes.

Sukhita Mallik
Vice President HR

I accept your offer.
Signature of the candidate

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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VARSHA H SHETTY

EY

Building a better working world

22 June, 2020

Ms Varshitha Venkatesh Makam
No 50, Sumukha 4th Cross, 16th Main,
KSRTC Layout, J P Nagar Near Ragi Gudda Temple,
Bangalore,
Karnataka - 560078

Contact No: +91 9632444164
Email: varshitha.v.makam@gmail.com

Dear **Varshitha,**

Subject: Appointment in the position of
Associate Consultant 1

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Consultant 1** in **ADV PI-CGP-ITT/Service now GDS** in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

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Mijar, MOODBIDRI - 574 225

This file is signed using Digital Signature.

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3. WORKING HOURS:

Your standard working hours will be 45 hours a week.Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

As per our discussion you will report to the Firm on **11 January, 2021** at RMZ Infinity, Tower C, Old Madras Road, Benniganahalli, K.R. Puram, Bangalore - 560016.

Please note that your work location may be different based on the service line you are joining.

5. PROBATION:

You shall be on probation for a period of six months from the date of joining the Firm. Your employment will be deemed confirmed, unless otherwise communicated to you in writing for reasons not limited to performance. During the six months probationary period for matters related to discipline or performance, the Firm reserves the right to take action in accordance to the policy of the Firm.
Please note that a confirmation letter/notification will not be issued to you upon completion of the six month probationary period.

6. ANNUAL FIXED COMPENSATION:

You shall be paid an annual fixed compensation of **INR 3,61,905/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provisions of the Income Tax Act, 1961, and will be paid to you after deduction of income tax and other applicable taxes at source. The annual fixed compensation will be paid to you monthly in arrears. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person within the Firm.

7. TRANSFERABILITY:

Your initial place of posting shall be at SEZ Unit located at Bagmane World Technology Center- SEZ, Coral Building,Doddanekkundi Village,Krishnarajapuram Hobli,Outer Ring Road,Bangalore-560037 . However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by EY on a worldwide basis.

This file is signed using Digital Signature.

EY

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Annexure B

Name	**Varshitha Venkatesh Makam**	**DOJ**	**11 January, 2021**
Designation	**Associate Consultant 1**	**Service Line**	**ADV PI-CGP-ITT/Service now GDS**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

This file is signed using Digital Signature.

TechJini® DATAMATICS DIGITAL

Date: 28th September 2019

Dear Vignesh

Welcome to Datamatics, the first and only Indian organization to have won the prestigious International Asia Pacific Quality Award (IAPQA) in the services category, which included IT/ITES, Banks, Insurance companies and other services organizations. This is a unique achievement in the history of the Indian IT industry, as it was [illegible] competing against hundreds of companies from 38 countries including the US, Japan, Australia, New Zealand, Israel, South Korea, Peru, Mexico, China, Russia and Canada.

Datamatics Digital Ltd (TechJini), a Datamatics Global Services Ltd entity is a well recognized [illegible] delivers avant-garde software services to the world's best enterprises, brands and startups. [illegible] design-led product engineering mindset and global delivery models. TechJini empowers in catering [illegible] which include Mobile, Cloud, Internet-of-Things and Big Data services. For Datamatics, Quality [illegible] a journey in which every Datamatician contributes. We invite you to be part of this journey!

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you the role of **'Trainee'** at our **Bangalore location**.

On Joining, your all-inclusive Cost to Company (CTC) will be **Rs. 3,25,776/-** (subject to deduction of tax and other statutory payments as may be applicable)..

This offer is made on the basis of your having furnished to the Company information and documents in support of your age, academic qualifications, previous work experience, relieving letter from your last employer and other particulars on or before your day of joining. The Company shall conduct a background and reference checks as per Company policy and this appointment is conditional upon receiving positive feedback. If at any time it is found that you have furnished false information or withheld or suppressed any material fact or information, the Company shall be entitled to forthwith terminate your employment without notice. We look forward to your joining in 2020. Joining Date will be communicated post successful completion of your course.

Please sign and return the duplicate copy of this letter as an acceptance of the offer.

Thanking you and looking forward to having you with us.

Yours truly,
For Datamatics Digital Ltd.

Punit Kumar

Punit Kumar
Manager - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

I agree and accept employment all terms and condition of employment and will report for duty on _____
No oral commitments have been made concerning my employment.

Signature: Vignesh Date: 29/9/19

Datamatics Digital Limited
(formerly known as TechJini Solutions Pvt Ltd)

Regd. Office: Knowledge Centre, Plot No. 58, Street No. 17, MIDC, Andheri (East), Mumbai - 400093, India.
Corporate Office: No. 948, Second Floor, 24th Main, J P Nagar 2nd Phase, Bangalore - 560078, India.
Tel: +91-80-4150 7899, Email: info@techjini.com, www.techjini.com

CIN: U72200MH2005PLC309621

Tech Jini | DATAMATICS DIGITAL

Dear Candidate,

At the time of joining the following documents and information must be made available to us:

List of documents that need to be submitted.

1. Age Proof Certificate (Birth certificate/School certificates of [illegible])
2. Academic Certificates (Including additional certifications/ courses) supporting your educational qualifications along with marks sheets
3. 3 Passport Size Photographs
4. Copy of passport (All sheets)
5. Copy of your updated resume
6. Address Proof (Passport /Driving License/Voter's ID)
7. PAN Card
8. Adhar Card

If previously employed:

1. Experience proof - Relieving letter from previous employers. The relieving letter or resignation acceptance need to be submitted in original
2. Your latest salary slip or salary certificate.
3. Service certificate from previous Employer
4. Form 16 or Taxable income statement duly certified by previous employer (Statement showing deductions and Taxable income with break up) till the last date of your employment with them along with PAN number if available.

Originals of the above mentioned documents need to be submitted. These original certificates will be returned to you after due verification.

Your offer has been made based on the information furnished by you.

However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.

It is mandatory for all Datamatics Digital employees to possess a valid passport. You are expected to have a valid passport within 60 days from the time you join us.

Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.

1. DOB's of Father, Mother, Spouse, Child/ Children
2. Educational details with the passing year
3. Your past experience details with the exact years and role played to be mentioned. (if any)
4. Blood Group
5. Your PAN number
6. Passport number, Place of issue, Date of issue, Validity: From & to date.

I agree and accept employment all terms and condition of employment and will report for duty on _____

No oral commitments have been made concerning my employment.

Signature: Rignesh Date: 29/9/2019

EY

Building a better working world

22 June, 2020

Ms Vinutha Poojary
#5- 17 A, ' Bhramari Nilaya' House,,
Daivagudde, Buddakatte, Bantwal,
Mangalore,
Karnataka - 574211

Contact No: +91 8310917753
Email: vinuthapoojary333@gmail.com

Dear Vinutha,

Subject: Appointment in the position of
Associate Consultant 1

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Consultant 1** in **ADV PI-CGP-ITT/Service now GDS** in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

This file is signed using Digital Signature

Building a better working world

3. WORKING HOURS:

Your standard working hours will be 45 hours a week.Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

As per our discussion you will report to the Firm on **11 January, 2021** at RMZ Infinity, Tower C, Old Madras Road, Benniganahalli, K.R. Puram, Bangalore - 560016.

Please note that your work location may be different based on the service line you are joining.

5. PROBATION:

You shall be on probation for a period of six months from the date of joining the Firm. Your employment will be deemed confirmed, unless otherwise communicated to you in writing for reasons not limited to performance. During the six months probationary period for matters related to discipline or performance, the Firm reserves the right to take action in accordance to the policy of the Firm.
Please note that a confirmation letter/notification will not be issued to you upon completion of the six month probationary period.

6. ANNUAL FIXED COMPENSATION:

You shall be paid an annual fixed compensation of **INR 3,61,905/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provisions of the Income Tax Act, 1961, and will be paid to you after deduction of income tax and other applicable taxes at source. The annual fixed compensation will be paid to you monthly in arrears. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person within the Firm.

7. TRANSFERABILITY:

Your initial place of posting shall be at SEZ Unit located at Bagmane World Technology Center- SEZ, Coral Building,Doddanekkundi Village,Krishnarajapuram Hobli,Outer Ring Road,Bangalore-560037 . However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by EY on a worldwide basis.

This file is signed using Digital Signature.

Building a better working world

Annexure B

Name	**Vinutha Poojary**	**DOJ**	**11 January, 2021**
Designation	**Associate Consultant 1**	**Service Line**	**ADV PI-CGP-ITT/Service now GDS**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

This file is signed using Digital Signature.

Offer: Computer Consultancy
Ref: TCSL/DT20195276736/Bangalore
Date: 13/09/2019

Ms. Sheeri Dinakar Shetty
410,Kaveri 'B' Block,Shobhavana Campus,Mijar,Moodbidri,
Mijar,
Moodbidri-574225,
Karnataka.
Tel# -9833878556

Dear Sheeri Dinakar Shetty,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES
H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225



GROSS SALARY SHEET **Annexure 1**

Name	**Sheeri Dinakar Shetty**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

GAININSIGHTS
BETTER INSIGHTS, BETTER DECISIONS

22nd Aug 2019

To,

Sheetal Shettigar
Department of Computer Science Engineering
Alva's Institute of Engineering and Technology

Dear Sheetal,

Subject: Offer for the position of Associate Consultant

Welcome to our team! We are pleased that you've chosen a career at GainInsights Solutions Private Limited. As part of our commitment to your success, we want to make sure that you're ready for your first day. In this package you'll find what you need to get started at GainInsights Solutions Private Limited:

- Your Employment Details
- Before Your First Day: What You Need to Do
- Orientation: What to Expect

GainInsights goal is to implement simple, efficient, innovative solutions & strategies that will help our customers spend less time looking for answers and more time driving strategic decisions. To achieve this goal we welcome your ideas and initiative, we depend on them to help drive the company's continued success. We are confident that as you master your new responsibilities and apply your previous experience, you will help us achieve our ambitious goals. Together, we will make things happen.

Sheetal, we are excited that you have chosen to further your career as part of our winning team. Please sign the attached "Employment Detail" page indicating your concurrence with the specifics of our offer. We look forward to your many contributions toward our mutual future success.

Sincerely,

Srividya Gopakumar
Head - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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Please sign below confirming your acceptance of this offer, indicating proposed start date. Retain one copy for your records and scan a copy to recruitment@gain-insights.com. This offer stands automatically withdrawn thereafter unless the offer validity date is extended and communicated in writing or email.

I Sheetal, accept the position of Associate Consultant with Gainlnsights Solutions Private Limited at a CTC of Rs. 3,50,000 per annum, which includes the base salary & allowances listed in "Annexure A".

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

Name: Sheetal

Joining Date: August 2nd week 2020

Signature: Sheetal

Place: Mijar

Date of acceptance: 23/08/19

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EVRY

EVRY India Pvt. Ltd.
CIN: U72200KA2006PTC038899

ISO 9001:2015 | ISO/IEC 27001:2013
CMMI DEV ML5 | CMMI SVC ML5 | PCI-DSS

October 17, 2019

Private and Confidential

Shriraksha K
Alva's Institute of Engineering and Technology, Moodabidri

Dear Shriraksha K,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY India Pvt. Ltd**. You are expected to join on **July 1, 2020** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. Your offer for employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of employment will cause serious losses to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. July 1, 2020)**, you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. July 1, 2020)**, you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the Agreement and the Company shall be entitled to take all measures to enforce its rights at law and in equity.

Working Hours:

The work timings are at the sole discretion of the Management. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

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EVRY

Annexure I

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

EVRY

Note:

1. Gratuity will be paid as per the Gratuity Act - eligible after completion of 5 Years of Service

Other Benefits:

1. You would be covered under Personal accidental insurance up to maximum of 1 Year CTC.
2. You would also be covered for Group Mediclaim for a sum of Rs.3 Lakhs which covers your immediate family (Spouse and Kids). You are eligible to include your parents in this coverage, by paying 50% of the premium amount, where the rest 50% is covered by the company.

for EVRY India Pvt. Ltd.

Vinu Sekhar R J
Vice President – Human Resources

GAININSIGHTS
BETTER INSIGHTS, BETTER DECISIONS

22nd Aug 2019

To,
Shruthi K Kamath
Department of Computer Science Engineering
Alva's Institute of Engineering and Technology

Dear Shruthi,

Subject: Offer for the position of Associate Consultant

Welcome to our team! We are pleased that you've chosen a career at GainInsights Solutions Private Limited. As part of our commitment to your success, we want to make sure that you're ready for your first day. In this package you'll find what you need to get started at GainInsights Solutions Private Limited:

- Your Employment Details
- Before Your First Day: What You Need to Do
- Orientation: What to Expect

GainInsights goal is to implement simple, efficient, innovative solutions & strategies that will help our customers spend less time looking for answers and more time driving strategic decisions. To achieve this goal we welcome your ideas and initiative, we depend on them to help drive the company's continued success. We are confident that as you master your new responsibilities and apply your previous experience, you will help us achieve our ambitious goals. Together, we will make things happen.

Shruthi, we are excited that you have chosen to further your career as part of our winning team. Please sign the attached "Employment Detail" page indicating your concurrence with the specifics of our offer. We look forward to your many contributions toward our mutual future success.

Sincerely,

Srividya Gopakumar
Head - Human Resources

H. O. D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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Please sign below confirming your acceptance of this offer, indicating proposed start date. Retain one copy for your records and scan a copy to recruitment@gain-insights.com. This offer stands automatically withdrawn thereafter unless the offer validity date is extended and communicated in writing or email.

I Shruthi, accept the position of Associate Consultant with GainInsights Solutions Private Limited at a CTC of Rs. 3,50,000 per annum, which includes the base salary & allowances listed in "Annexure A".

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

Name: Shruthi K Kamath

Joining Date: August 2nd Week

Signature: [signature]

Place: Mijar

Date of acceptance: 23/08/2019

GainInsights Solutions Private Limited
#9 Esquire Centre, B Wing, 2nd Floor, M.G. Road, Bangalore - 560 001
+91-9900514653, +91-80-42060709 | www.gain-insights.com

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Mindtree
A Larsen & Toubro Group Company

Date: 13-Nov-2019

To

Shashank Rao
MANGALORE

Dear Shashank Rao,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the competency Level C1 subject to the following terms and conditions.

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

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

Aggregate % = Aggregate * 100

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

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

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

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

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

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

Your Signature	
Your Name in Capital letters	SHASHANK RAO

Annexure 1

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

Name	**: Shashank Rao**
Competency	**: CI**
Designation	**: ENGINEER**
Stipend	**: INR 22,000 per month.**

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

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 500 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : **Shashank Rao**

Competency : **C1**

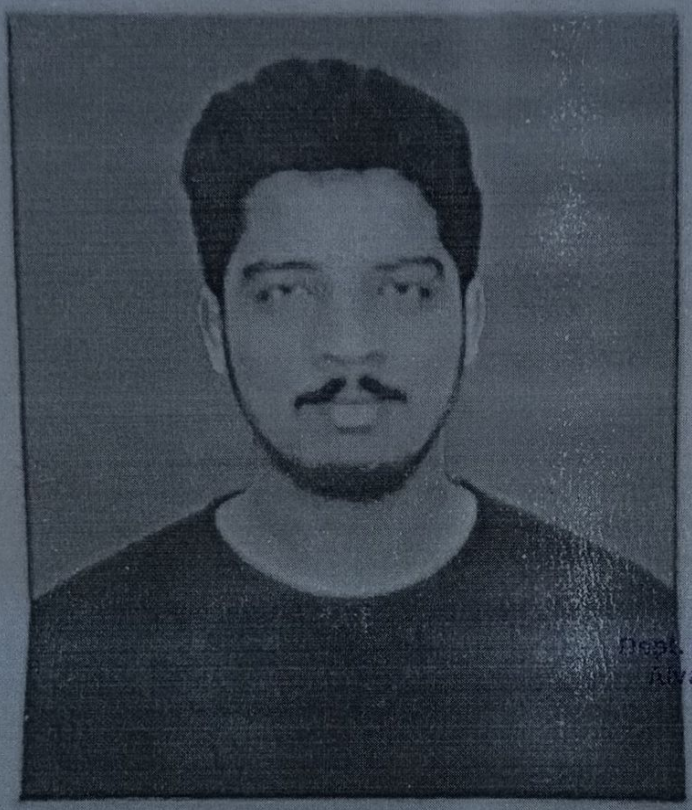
Designation : **ENGINEER**

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

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	**308,004**
Bonus**	42,000
Annual Cost to Company	**350,004**

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

HCL



H.O.D.
Dept. Of Computer Science & Engineering
Nova's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

AKASH KUMAR

51909577

Blood Group: A +ve

TATA

TATA CONSULTANCY SERVICES

CONTRACT EMPLOYEE



DEEPA
POOJARI

Card No 380412

Associate No 1783160

H.O.D.
Of Computer Science & Engineering
...'s Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Tata Consultancy Services Ltd.

TCS House Raveline Street Fort

Mumbai 400001 India

changing diabetes®

novo nordisk®



Namratha C

H.O.D.
Computer Science & Engineering
Institute of Engg. & Technology
Mar, MOODBIDRI - 574 225

Pace Wisdom Solutions Pvt Ltd

34/2, 10th Cross Rd, 1st N Block, Rajajinagar, Bengaluru, Karnataka 560010

Payslip for the month of December 2021

Name:	Pavan Kamath	Employee No:	PW215
Joining Date:	18 Nov 2020	Bank Name:	HDFC Bank
Designation:		Bank Account No:	50100382280341
Department:		PAN Number:	IVPPK6898Q
Location:		PF No:	BGMRD1402497000010204
Effective Work Days:		PF UAN:	
LOP:	0		

Earnings	Full	Actual	Deductions	Actual
BASIC	17500	17500	PF	1800
HRA	7000	7000	ESI	241
FLEXIBLE ALLOWANCE	5163	5163	PROF TAX	200
BONUS	1458	1458	LABOUR WELFARE FUND	20
INFRASTRUCTURE ALLOWANCE	1000	1000		
Total Earnings:INR.	32121	32121	Total Deductions:INR.	2261

Net Pay for the month (Total Earnings - Total Deductions): **29860**

(Rupees twenty nine thousand eight hundred sixty Only)

This is a system generated payslip and does not require signature.

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Print Date:19 Mar 2022, 12:20 PM

TERRALOGIC

TERRALOGIC SOFTWARE SOLUTIONS PRIVATE LIMITED
NO.15, 4TH "C" CROSS , INDUSTRIAL LAYOUT,5TH BLOCK, KORAMANGALA,
Payslip for the month of Jan/2022

Emp ID	PSI -2128	Employee Name:	Prasanna
ESI No.		Pay Days	31
Present Days	31	DOJ	01/07/2020
Designation	Software Engineer I	Grade	
Bank A/c No.	50100335632403	PAN	FJMPP9355R
Mode of Pay	HDFC Bank Ltd	UAN	101596279714
Bal. Advance			

Earnings	Amount	Deductions	Amount
BASIC+DA	15,071.00	PF	1,800.00
HRA	7,535.00	PT	200.00
OTHER ALL.	7,535.00		
Total	**30,141.00**	**Total**	**2,000.00**

Net Pay **28,141.00**
In Words **Rupees Twenty Eight Thousand One Hundred Forty One Only**

Signature

This is computer generated payslip,hence signature is not required.

****

This message contains confidential and / or privileged material intended solely For the addressee(s) and any file(s) transmitted with it (attached &/or inserted within the main-body) are intended solely for the use of the individual(s) or entity to which they are addressed.

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H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Mindtree
A Larsen & Toubro Group Company

Date:21-Apr-2021

To

Raghavendra S
INDIA

Dear Raghavendra S,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

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

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

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

Aggregate % = Aggregate * 100

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

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

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Raghavendra S
Raghavendra s (Apr 22, 2021 10:23 GMT+5.5)

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

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

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

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

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

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

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee

Rosalee M Kombial
Vice President-People Function

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Raghavendra s
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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

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

Your Signature	Raghavendra S Raghavendra s (Apr 22, 2021 10:23 GMT+5.5)
Your Name in Capital letters	RAGHAVENDRA S

Annexure 1

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

Name : **Raghavendra S**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 22,000 per month.**

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

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

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

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

More details will be provided at the time of joining.

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Annexure 2

Compensation stack effective from date of confirmation

Name : **Raghavendra S**

Salary Grade : **C1**

Designation : **ENGINEER**

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

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	1,248
Annual Gross	**308,004**
Bonus / Variable Compensation**	42,000
Annual Cost to Company	**350,004**

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

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Raghavendra S
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07 March 2022

Mangalore

Dear **Suhas Prasad Shetty**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join Diya Systems (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Graduate Engineering Trainee

Date of Joining – 11 March 2022

Your annual total earning potential will be **INR 2,22,885.00 /-** and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

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

Your employment with Diya Systems will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Diya Systems is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Diya Systems, we request you to send an email to hrteam@glowtouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Suhas Prasad Shetty, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at Diya Systems and look forward to your joining us.

Yours sincerely,

Shyamprasad Hebbar

Senior Vice President – Corporate Services

ACKNOWLEDGED AND AGREED:

Full Name: **Suhas Prasad Shetty**

Date : **07 March 2022**

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Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574225

Candidate's signature_____

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ANNEXURE 1

COMPENSATION

Salary Component	
	Annual (INR)
Annual Earning Potential	INR 2,22,885.00 /- (please mention the total cash component amount as provided below)

SALARY ANNEXURE

Fixed Salary - A			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Basic	Fixed	6220.00	74640.00
DA	Fixed	3110.00	37320.00
HRA	Fixed	3732.00	44784.00
Advance Bonus	Fixed	700.00	8400.00
Special Allowance	Fixed	1788.00	21456.00
Total Fixed Salary - A		**15550.00**	**186600.00**
Other Benefit - B			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Gratuity.	Variable	449.00	5385.00
Provident Fund	Variable	1120.00	13435.00
Employee State Insurance	Variable	505.00	6065.00
Total Other Benefit - B		**2074.00**	**24885.00**
Additional Benefit - C			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Meal Coupons	Variable	700.00	8400.00
Medi Insurance	Variable	250.00	3000.00
Total Additional Benefit - C		**950.00**	**11400.00**
Total Gross Yearly CTC (A + B)		**17624.00**	**211485.00**
Total Gross Yearly CTC [(A + B) + C]		**18574.00**	**222885.00**

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Mijar, MOODBIDRI - 574 225

Candidate's signature_____

Candidate ID: 4719573 /871516,

Date of Joining: 07/15/2021,

Joining Location: Pune,

Designation: Analyst,

Dear Varada S,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

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

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4719573 /871516,

07/12/2021,

Varada S
"Sreelakam",,
Kannur ,Kerala,
India

Confidential

Dear Varada S,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini'** or **'Company')** starting from **07/15/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Pune**

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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Varada S,

Analyst

Total Cost to Company (CTC). **Rs.300,002.00**

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs.0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs.300,002.00

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You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

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

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.

2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.

3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.

5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 5507023/1186558,

02/09/2022,
Anilda S Fernandes.

Marcel Villa, Harbour road, Tonka2, Kasarkod, Honnavar, Uttar Kannada 581342
Uttar Kannada, Karnataka
India.

Confidential

Dear Anilda S Fernandes,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini ' or 'Company')** starting from 02/10/2022 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**.

B) You will be required to work at the Company's offices in **Bangalore**.

C) You have to report by 8:30 am at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

Please note that your name mentioned in the offer letter will be used to create your employee 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 contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh And Two Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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Dept. of Civil Engineering
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Mijar, Moodbidri - 574 225

Analyst

Total Cost to Company (CTC). **Rs.300,002.00**

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.3,679.00	Rs.44,148.00
Advance Statutory Bonus ++	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.21,828.00	Rs.261,936.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 300,002.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
3. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
4. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

* Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

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civil contractors
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interiors
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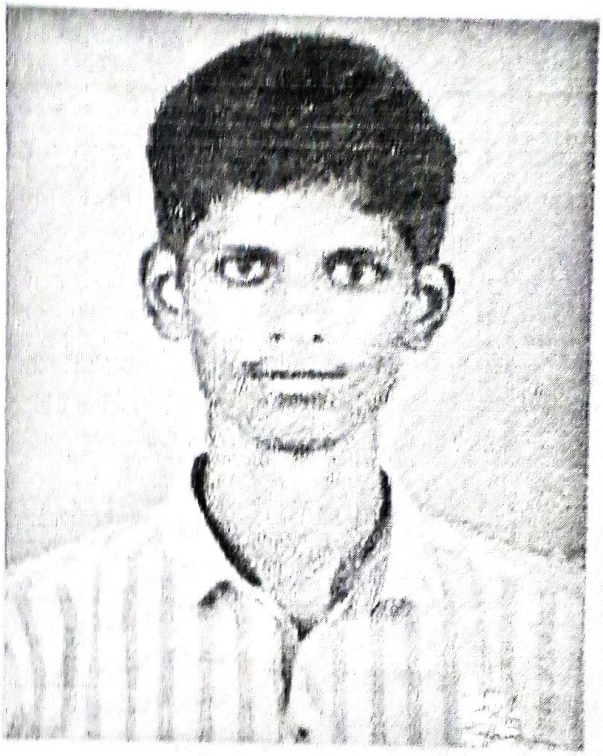

Darshan M. N.

Civil Engineer

+91-8549811547

Darshan@chevronassociates.com

ID-006

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www.chevronassociates.com

#1800, 3rd Main Road, 2nd Block, J. P. Nagar 8th Phase, Bengaluru - 560083

HRD/1000833926/20-21

January 29, 2021

Infosys
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Mr. Soibam Pritamjit Singh
Old Lambulane Jail Road
G.P Woman'S College 154/1 Soibam House
Imphal-795001
India

Ph: +91-8837227058

Dear Soibam,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **17-May-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Soibam Pritamjit Singh
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	13,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Instalments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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HRD/1000835306/20-21

January 29, 2021

Ms. Sangeetha S
Upparapalli Village Lakshmipur Post
Srinivaspur
Kolar-563135
India

Ph: +91-9980363871

Dear Sangeetha,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **17-May-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

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

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Alva's Institute of Engineering & Technology
Mijar, Moodbidri - 574 225

From: **B R, Aiyappa** <aiyappar@amazon.com>
Date: Thu, Sep 24, 2020, 2:50 PM
Subject: Amazon - Onboarding - PRO
To: riyajnaik11@gmail.com <riyajnaik11@gmail.com>

Hi Riya,

Congratulations on being selected to work with Amazon India! We are pleased that you will shortly be working with us and it is our hope that you will have a fruitful career. We are excited to have you join us! As discussed, you will be joining as a **Transaction Risk Investigator** and your date of joining would be on **12 Oct 20.**

Your contract will commence on 12 Oct 2020 and end on 12 Oct 2021

Your Compensation for the role would be 290000 per annum.

Revert for any clarifications if there is any and kindly acknowledge the email for us to take the offer forward.

**********************Note:-Pancard and Aadhaar Card are mandatory to join Amazon***********************************

H.O.D.
Dept. of Civil Engineering
Alva's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225

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Appointment Confirmation- DRN Infrastructure (Sharan basava)

Inbox

HRD-HO 29/11/2020
to me, DRN

Dear Mr. Sharanabasava

As discussed over telephonic & as mutually agreed on commercial aspects, you have been selected for "Trainee Engineer" for our Dindigul-Tamil Nadu Project. & your date of joining will be 1st of December 2020. you will get the Offer Letter on the day of reporting our site.

And please bring all concern documents with self attested copies like qualification certificates, experience certificates, salary Slips along with 3 Month Bank Statement, address proof, Id proof (Aadhar,PAN Etc), personal bank account details and a recent photograph for verification & further recruitment process.

Contact person at Site: Mr Mryunjay Parida: 9449508656.

–
Thanks & Regards,

HR Department
DRN Infrastructure Pvt Ltd
Tel: +91 836 2237705/06 / Extn: 211 / 221.
"Nayak House", # 110, Next to Denissons Hotel
Dollars Colony, Gokul Road, Hubballi - 580 030.
Karnataka - India

Sharanabasav Biradar 29/11/2020
I accept the offer and If possible I request you to please provide me the BANGALORE SITE

Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers
CIN: U74210KA2003PTC033489

RBS/HR/20210809/158
09th August 2021

To

Yathisha
Moodabidri-574227

Subject: Offer Letter for the post of Trainee Design Engineer,

Dear Yathisha

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of Trainee Design Engineer. You are expected to join duty on 30th August 2021.

Remuneration

You will be paid a stipend of Rs. 22,000/- (Rupees Twenty Two Thousand only) per month.

Reporting:

You will be reporting to the Team Leader or whomsoever management nominates. The location of your initial reporting and training will be at Aarbee Structures Pvt. Ltd., Bangalore -66.

Probation:

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years to ensure the employment with us in case of confirmation. One of your parents should come along with you in order to sign the "Bond" on the date of Joining.

Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance.

You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance.

Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,
For Aarbee Structures Pvt. Ltd.

Leo N
Manager-HR

#176, 1st Floor, Adarsh Eco Place, EPIP Zone II, Whitefield,
Bangalore 560 066, INDIA. Phone: + 91 80 2506 3400
USA: +1 732 579 6180
www.aarbeestructures.com | info@aarbeestructures.com

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Dept. of Civil Engineering
Alva's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225

COOL GURU LLP

www.gurusthaan.com

Bangalore
10th November 2020

To,
Sindhu G N
Moodbidri

Dear Sindhu G N,

Sub: Letter of Appointment

We are pleased to appoint you in our organization as Assistant Manager based out of Bangalore.

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

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

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

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

Please sign and return a copy of this letter as token of your acceptance.

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

Yours Truly,

V Veeresan

COOL GURU LLP
AUTHORIZED SIGNATORY

GURUSTHAAN

COOL GURU LLP

www.gurusthaan.com

Bangalore
10th November 2020

To,
Vikhayat Basanagouda
Moodbidri

Dear Vikhayat Basanagouda,

Sub: Letter of Appointment

We are pleased to appoint you in our organization as Assistant Manager based out of Bangalore.

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

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

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

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

Please sign and return a copy of this letter as token of your acceptance.

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

Yours Truly,

V Veeramani

COOL GURU LLP
AUTHORIZED SIGNATORY

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Dept. of Civil Engineering
Alva's Institute of Engineering & Technology
Mijar, Moodbidri - 574 225

COOL GURU LLP

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ANNEXURE - A

Salary Structure is bifurcated as below:

Description	Monthly (Rs)	Annual (Rs)
Basic	8,000	96,000
Cost of Living Allowance (COLA)	4,000	48,000
Medical Allowance	2,500	30,000
House Rent Allowance (HRA)	3,200	38,400
Conveyance Allowance	1,200	14,400
Special Allowance	1,950	23.400
Total Compensation	20,000	2,50,200

- In Addition to this, your Local Monthly Conveyance, Telephone & Internet Expenses will be taken care of by the company
- All applicable allowances will be paid as per eligibility and policy guidelines
- Incentive if any will be decided on the basis of KPI's and performance.
- Professional Tax and TDS will be deducted as and when applicable.
- You may terminate the Employment Agreement by providing the Company with Sixty (60) days prior written notice and the company may also terminate this agreement at its sole discretion by providing you with Sixty (60) days prior written notice.

Private and Confidential. Any breach of this confidentiality will be treated as violation of company policy.

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Alva's Institute of Engineering & Technology
Mijar, Moodbidri-574 225

DocuSign Envelope ID: 24CA436A-E4AA-46A3-A73E-4CAD713117E3

L&T Technology Services

Ref: LTTS–Mysore /HR/333074

Date: 06/09/2021

Ms. Bhoomika Bhoomika
D/o Chandra T R Vidhya nagar, Virajpet Kodagu (Dist) PIN Code: 571218
Kodagu
Mobile: +918197596778

Sub: Fixed Term Contract

Dear Bhoomika,

This has reference to your application and subsequent interview with **L&T TECHNOLOGY SERVICES LIMITED** (referred as "Company" henceforth).

We are pleased to offer you an opportunity on a Fixed Term Contract basis from **09/09/2021 to 08/09/2022.**This is regarding execution of projects and assignments on the following terms and conditions:

1. You are required to join on or before **09/09/2021**. If you do not join by this date, this offer stands withdrawn – unless the Date of Joining is extended and communicated to you in writing. At the time of joining, please report to **Mr.Jyothsna Dechamma Biddanda (Human Resources – Employee Relations & Compliance)** at the following address:

L&T Technology Services Limited SEZ Unit II, L&T Special Economic Zone, Module 9, Plot no 324-330, KIADB Industrial Area, Hebbal - Hootagalli, Mysore - 570018, Karnataka GST No 29AACCL4310P3Z7

You are required to bring the following documents, with a self-attested photocopy (except photographs) of each, at the time of joining.

1. Aadhar Card, PAN Card and Passport.
2. Education certificates including mark sheets.
3. Relieving certificate or Service Certificate from your present employer (without which you will not be allowed to join) and other experience Certificates.
4. Four copies of your recent passport size photograph (with white background-in formals).
5. Your last Employer's EPF and EPS numbers & Universal Account Number (UAN).
6. Provisional Form-16 for the current financial year.

Please note that salary payment will not take place until and unless PAN, Bank (salary) account details are registered in our Shared Services Centre portal. All our reimbursements are through the Bank and hence you are requested to also open an Employee Reimbursement Account (ERA) after joining.If you intend to accept this offer, please return the duplicate copy of this letter, duly signed as token of your acceptance, **within Seven days from the date of the issue of the letter.**

2. Grade and Salary

During the period of contract, you will be on LTTS – FTC grade. Your total compensation (Cost to the Company) shall be **Rs. 211,000.00/-** per annum. The entire remuneration package will be subject to Tax Deductible at Source (TDS), which will be on your account, subject to standard deductions towards tax and other deductions as per Company policy. All statutory requirements of tax, including tax deductible at source, Employer Provident Fund, professional tax, etc. will be paid and complied by the and all/ any funds/ salary/ remuneration paid to the Employee will be after such appropriate deductions.

The details of your other Allowances are indicated in the Salary Card attached here with in Annexure-A

The remuneration is subject to an annual review as may be decided by the Management Policy based on performance of individuals, team and company. Any component earned and payable at a future date may be deferred or reduced, notwithstanding the achievements of the performance metrics, for unforeseen circumstances such as a pandemic like Covid-19, natural disasters or an act of God, that would adversely affect the business. The Base Pay amount may similarly be subject to deferment or reduction during the employment term subject to agreement by the Parties.

3. Your appointment is subject to your being found medically fit by the Company Doctor.

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Ms. Bhoomika Bhoomika

4. The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current/previous employment history, education/professional credentials and other background checks.If any discrepancy with regard to documentation is discovered after you have joined the Company, you are liable to be terminated,apart from legal action being initiated against you.

5. Your contract with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any, and is subject to you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

6. You will be based at our **Mysore** location. You will be employed at SEZ/STPI/DTA unit. However, the Company may relocate/ transfer/ depute you to any of its branches or client's place as part of their work, within or outside India where business of the Company or any subsidiary/ branch/ outlet/ unit of the Company is in or may come into existence if the Company so directs based on the exigencies of work. Upon such relocation/ transfer, you agree to be bound by the rules and regulations of the respective working place, or otherwise as specified by Company.

7. During the fixed term contractual appointment, you will be eligible for 2 days of for every 21 days worked, which will be credited every month in arrears in the subsequent month. Un-availed leaves will lapse at the end of FTC period. Encashment of leaves is not allowed. Leave will be sanctioned at the discretion of the Management, subject to exigency of work.

8. It must be clearly understood that your appointment is purely on a fixed term contractual basis for the aforesaid period after which the fixed term contractual appointment shall automatically stand terminated and you will not report for duty after the mentioned date.

9. Your services may be terminated prior to completion of the period of fixed term contractual appointment or any extension (which may be given as per the provisions of paragraph 8 mentioned below) at any time by giving 30 days' notice or 30 days' basic pay in lieu of notice period and without assigning any reason . Notice period of 30 days should be served, if you are willingly withdrawing from the role during your Fixed term contractual appointment..

10. The Management at its discretion may extend the period of fixed term contractual appointment by giving a separate letter of extension for a specific period stated in the letter of extension.

11. You will be responsible for any relevant jobs assigned to you from time to time by your Superior.

12. Non-disclosure of confidential information and trade secret

You shall not, except as authorised, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, secret or confidential information, information contained in any manuals and/or dealings or any information concerning the businesses, finances, external and internal transactions of the company and/or its affiliates / associates / group companies including but not limited to all data, all company contracts, processes, policies, strategies involving marketing, advertising, operations, contractual obligations, business expansion ("confidential information") which may come to your knowledge and/or imparted to you by the company during your employment. You shall hold strict confidence of such confidential information. This restriction shall survive after termination of employment / retirement / resignation / severance of employment for any reason whatsoever without limit in point of time. You shall not during the term of your employment or at any time thereafter, use or permit to be used, any information, notes or memorandum, contracts or processes relating to the business and/or the transactions of the company and/or its affiliates / associates / group companies which may come to your knowledge and/or possession by virtue of his employment with the company for any purpose other than for the benefit of the company. You will be responsible for the safe custody of all the documents, manuals, processes, contacts, kits and other properties belonging to the company that may by entrusted to and/or placed in your possession by virtue of and/or during the course of your employment with the company.

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Ms. Bhoomika Bhoomika

13. Non-Competition restriction

You shall not engage directly or indirectly in any professional services or employment nor advise, manage, render or perform services to or for any person or entity during the term of your employment with the company. You agree that the company's services are highly specialised. You further agree that the identity and particular needs of the company's customers are not generally known in the industry. Documents and other information regarding company's services, pricing and cost as well as information pertaining to the company's customers including but not limited to identity, location, service requirements and charges to the customer are highly confidential and secret and hence, you shall not for a period of one year from the termination/ retirement / resignation / severance of your contract of employment for any reason whatsoever, directly or indirectly engage yourself in any capacity in any professional service or employment which is engaged in a business competitive to that of the company within the geographical location wherein the company does its businesses.You are, however free to engage yourself in any profession or employment provided your such future engagement is not competitive and such engagement is in full compliance of all the terms of your employment specially the terms related to Non-disclosure of confidential information and trade secret & Non-Solicitation and Non-Poaching to that of the company.

14. Non-Solicitation and Non-Poaching

You shall not at any time during the term of your employment with the company or thereafter, under any circumstances, directly or indirectly solicit or attempt to solicit the company's and/or any of its subsidiaries' and/or affiliates' and/or group companies' personnel to leave the employment of the company and/or any of its subsidiaries and/or affiliates or apply for employment with any third party or encourage such personnel of the company. You have further agreed that you shall not engage in soliciting business or allied business that is in any way similar, identical or competitive with the business, activities, services of the company, or with those customers of the company with whom you may have had any contact during your employment with the company and for a period of one year after your employment ceases within the company.

15. Intellectual Property Rights

All intellectual property rights, including but not limited to, patents, copyrights, designs, trademarks, trade secrets, semiconductor chips etc. developed by you during your tenure with the Company, shall be the sole and exclusive property of the Company and shall be considered as "work made for hire". You shall execute/sign such documents to assign such intellectual property, as and when required by the Company. The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

16. Restrictive Covenant

The Company is in the business of providing various services in all areas of engineering. You will acknowledge that:

a. Company's services are highly specialized.
b. The identity and needs of the Company's customers are not generally known in the industry.
c. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customers are highly confidential and contain trade secrets.
d. You will therefore agree that:

A. During the term of your employment or association with the Company, you will not engage in any other employment, occupation, consulting or other business activity with any third parties, directly related to the business in which the Company is now involved or becomes involved during the term of your employment. Furthermore, you will not engage in any other activities that conflict with your obligations to the Company. or becomes involved during the term of your employment. Furthermore, you will not engage in any other activities that conflict with your obligations to the Company.

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L&T Technology Services

Ms. Bhoomika Bhoomika

B. You also agree that you will abide by all terms and conditions of this Offer of Employment and any other terms and conditions agreed by you in any legal document as and where applicable. You understand that if you violate the above undertaking, you shall be liable for suitable damages, which will be decided at the discretion of the Company after taking into consideration the nature and extent of the violation. You acknowledge that Trade Secrets and Confidential Information, intellectual property rights constitute one of Company's main strengths and that the Company has legitimate interest in including a non-competitive clause in the Offer of employment. You also agree that if any of the terms and conditions of this Offer of employment or any other document is violated or likely to be violated, then the Company shall also be entitled to move for an order against you before a competent court including without limitation injunction, specific performance. In the event of the Employee being liable to pay any amounts as mentioned hereinabove, the Company shall have the first charge over the salary, bonus and other dues to be paid to the Employee from the Company and the Employee hereby agrees and authorizes the Company to deduct from them, all such amounts payable by him.

17. This being a purely fixed term contractual assignment, you will not have any lien on this job. You will also not have any right for automatic absorption into the Company or any other associate / affiliate company with which we have business interests / association, against any post / vacancy, existing or arising during your assignment or thereafter.

18. Your performance will be monitored every quarter during your contractual period and in case of unsatisfactory performance (of which the Company shall be the sole judge), this contract may be terminated at any time without any notice or compensation in lieu thereof.

19. In case you leave without completing the contractual obligation, you will be paid proportionate amount based on the number of days spent on the assignment. If you are away on unauthorized absence on any working day during the period, proportionate amount will be deducted from your contractual consideration.

20. Your unauthorized absence from work for a continuous period of more than 3 days will be treated as absconding from duty, and in the event of your not reporting for work within 10 days from the date of absence, the same would be treated as "voluntary termination of contract" and it shall be understood that you are no longer interested in the contract and have terminated the contract with the Company on your own accord. In such an event, you shall be liable to refund the salary in lieu of shortfall in notice period and other dues payable to the company, as specified and/or the Company shall be entitled to deduct, adjust from your contractual consideration.

21. You shall abide by the internal regulations specified in the company's 'Code of Conduct' which includes among other policies, Confidentiality policy, Gift policy, Insider Trading and Policy on Sexual Harassment and any amendments and other policies which may become applicable from time to time. Any violation/breach thereof shall call for consequence management, which may include disciplinary action for those found guilty of the misdemeanors including termination of services with immediate effect without any compensation.

22. You will be required to contribute to Provident Fund as per the Employees' Provident Fund Act read with Scheme and equivalent amount shall be deposited by the Company in your PF account.

23. Your insurance coverage is as per the Insurance Policy of the Company in practice at the point of time.

24. Training

During your contractual period, you may undergo training based on the business need for which the company will cover the entire cost. However, you will sign the training cost agreement wherein, you will bear the liquidity damages..

25. Disclosure of Personal Information by the Company

You hereby agree that the Company can share your personal details disclosed by you to the Company as a part of your employment, with third parties in India and outside India as a part of Company's contractual, business obligations, in compliance with data protection laws in India and outside India and you will have no objection towards the same.

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Ms. Bhoomika Bhoomika

26. Disputes and Arbitration

Any disputes between yourself and the Company concerning or relating to or arising out of this contract shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Greater Mumbai only.
Any dispute or difference or claim arising in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T Technology Services (LTTS) at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. LTTS or the concerned employee shall be respectively entitled to approach the Court of competent jurisdiction for such interim reliefs as the Company or the Employee may in its discretion deem fit. The seat of arbitration shall be at Mumbai and the Courts at Mumbai shall have exclusive jurisdiction. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India.

This Offer of Employment including Annexures hereto together with subsequent Joining NDA, Code of Conduct Policy, Letter of Undertaking if any, and any other subsequent agreement signed from time to time, constitute the entire agreement between the parties.

27. Other Matters

1. You will be governed by all rules, regulations and policies of the Company.
2. You are to devote your full time, attention and ability to the interest of the Company.
3. You are not to interest yourself in any business or do any trading on your own account.
4. The above & below terms and conditions may be modified by the Company from time to time in writing depending upon prevailing circumstances and practice in the industry and in relevance with prevalent laws and regulations. Such variations shall be binding on you..
5. You will abide by the laws of India in your dealings with the Company, its stakeholders and society.

This contract Offer of Employment including Annexures hereto together with subsequent Joining NDA, Code of Conduct Policy, Letter of Undertaking if any, and any other subsequent agreement signed from time to time, constitute the entire agreement between the parties. .

28. Please note that it is the responsibility of every employee to familiarize themselves with the provisions of all policies concerning conduct, discipline and behaviours. In case of any concerns or clarification, the HR department may be approached. However, ignorance of the rule will not be accepted as a defense in any case.

In accordance with the standard practice of the Company, we request you to treat the terms of this employment as confidential.

We look forward to your joining us for a mutually rewarding association

For L&T TECHNOLOGY SERVICES LIMITED

DocuSigned by:
Rama K Reddy
BEE37F2C04B340A...
06-09-2021

I have read the terms and conditions and accept the same. I will join on **09/09/2021**. Accordingly, my engagement comes to an end on **08/09/2022.**

Ms. Bhoomika Bhoomika

DocuSigned by:
Bhoomi
22D765236557452...
06-09-2021

(Signature & Date)

H.O.D.
Dept. of Civil Engineering
Alva's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225

DocuSign Envelope ID: 24CA436A-E4AA-46A3-A73E-4CAD713117E3

L&T Technology Services

Salary Card

Bhoomika Bhoomika	Date	06/09/2021
Consultant	Stream	Technical
	Grade	LTTS-FTC
	Location	Mysore
Salary Components	Monthly	Annual
	INR	INR
Basic salary	15,500.00	186,000.00
Flexible Benefit Plan (FBP)	223.00	2,680.00
- House Rent allowance - Meal Card - Education Allowance - Mobile Expence Reimbursement - Leave Travel Assistance - FBP Balance	Eligibility under each of these components is mentioned in the FBP Sheet	
Gross Monthly	15,723.00	188,680.00
Retirement Benefits		
- Provident Fund(@12% of Basic)		22,320.00
Total Fixed Compensation		211,000.00

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Mijar, Moodbidri - 574 225

SRIBAL®
Rising with Passion

SRIBAL CONSTRUCTION COMPANY
Sy No. 4/3B, Vasanthapura Main Road,
Bikasipura, Bengaluru - 560 061. Tel : 080 2686 1065
Mobile : 98803 33302 Email : shakti@sribal.in
GST : 29AVSPS8038B1Z0

Date: December 2, 2020

Ms. Arpitha B Shetty
D/o Bhaskar Shetty,
Thambladi Mane Moodgiliyar,
Kota Post, Udapi District,
Karnataka - 576221

Sub: Offer Letter

Dear Arpitha B Shetty,

With reference to your application and subsequent interview you had with us we have in appointing you at Sribal Construction Company, Bengaluru as "on the following terms and conditions"

Designation	**: Jr. Engineer**
Date of Joining	**: December 3, 2020**
Monthly CTC	**: Rs. 15,000**

Your consolidated all inclusive monthly salary is Rs. 15,000/- (Fifteen Thousand Rupees Only) Per Month (CTC). You will receive a detailed appointment letter upon joining the company.

We welcome you to be a part of our organization and wish you a long and happy career with us. Kindly acknowledge the same as a token acceptance of our offer.

Please find the following documents to be furnished at the time of joining along with all original certificates to check.

1. ID & Address Proof (Aadhar, PAN & Bank Pass Book - Mandatory).
2. UAN Card (Universal Account Number under the PF). (Previous Organization).
3. Certificates of Educational Qualification.
4. 5 Passport Size Photo.
5. Blood Group Certificate.
6. Service & Reliving Certificate.
7. Last 3 months Pay Slips.

Thanking You
For Sribal Construction Company

R Sakthivel
Proprietor

Narendra N
Asst. Manager - HR

H.O.D.
Dept. of Civil Engineering
Alva's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225

HOMZA CART INDIA PRIVATE LIMITED

2/405 A, Jadkal, Byndoor Taluk, Udupi District, Karnataka – 576233
CIN: U55209KA2020PTC141514

APPOINTMENT LETTER

05-Dec-2020

Mr. Basavaraj M P

Dear Basavaraj

Congratulations! We are pleased to confirm that you have been selected to work for HomZa Cart India Pvt Ltd. We are delighted to extend a letter of Intent for the position of title of Trainee Engineer with a package of INR: 12,000/- per month.

Your appointment will be effective from the date of joining, which shall be on or before 10/12/2020 (DD/MM/YYY). Your posting will be at Moodabidri, Karnakata.

Your offer will include benefits as per company HR policies from time to time.

The information provided by you is subjected to verification. If at any point of time determined that the information found and/or collected during background verification is false are inaccurate, your employment at HomZa Cart India Pvt Ltd will stand terminated with immediate effect without any obligation from company

Please sign the enclosed copy of this letter and return it to me by 08/12/2020 (DD/MM/YYY) to indicate your acceptance of this offer.

We are confident you will learn & be able to make a significant contribution to the success of our HomZa Cart India Pvt Ltd. We look forward to welcoming you to HomZa Cart family.

HomZa Cart India Pvt Ltd

Srajandas

SRAJAN DAS

Director

Name: Basavaraj M P

Date: 8/12/20

Place: Mijar

Dept. of [illegible]
Alva's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225

TATA

PRIVATE & CONFIDENTIAL

Mr. Ganesh L,
107, Near Ganesh Temple,
Hampayanna Malige,
Dyamavvanahalli,
Chitradurga, Karnataka – 577524
Mobile No.: 7022675503

TCE/CORP/HR/CONS/8001/20-21/1513
08-04-2021

Sub: Panel of Consultant

Dear Mr. Ganesh,

This has reference to the meeting you had with us.

We are pleased to place you on our panel as "Consultant" for providing your services on Job no. 11329B, BWSSB Phase 5, CWSS Stage 4 Bengaluru on the terms and conditions stipulated hereunder:

1. The period of this arrangement will be from 12-04-2021 to 11-04-2022 or upto the completion of above mentioned Job no. 11329B for which this arrangement is entered into, whichever is earlier.

2. You will be referred to as 'Consultant'.

3. You will provide your services at our BWSSB Phase 5, CWSS Stage 4 Project located at Bengaluru.

4. You are requested to contact Mr. Nandeesha A M – Mobile No. 92429 67155, 97482 75053 at the above mentioned address on 12-04-2021 for further instructions:

   Please carry the documents as mentioned in clause 19 at the time of reporting on first day of your contract.

5. You will be required to provide your services on as and when required basis

6. You will be paid consolidated lumpsum monthly fees of Rs. 18,000/- (Rupees Eighteen Thousand only) per month for the services rendered by you plus GST if applicable as per prevailing rate subject to condition mentioned in clause no. 20 and submission of proof of registration certificate under GST Law.

7. You will follow working schedule as applicable to our Project Office. Any shortfall in working days will be adjusted at the rate of (1/30) of your monthly fees.

8. In case you are required to travel outstation for providing your services, you will be intimated in advance and the mobilization cost will be mutually agreed. You will have to raise separate invoice for reimbursable along with supporting documents.

TATA CONSULTING ENGINEERS LIMITED
Unit No. NB 1502 & SB 1501 15th Floor Empire Tower Cloud City Campus Opp Reliable Tech Park Thane – Belapur Road Airoli Navi Mumbai 400708
Tel +91 22 6114 8181 Fax +91 22 6114 8282 email mail@tce.co.in website www.tce.co.in CIN U74210MH1999PLC123010
Registered Office Matulya Centre A 249 Senapati Bapat Marg Lower Parel (West) Mumbai 400 013

H.O.D.
Dept. of Civil Engineering
Alva's Institute of Engg. & Technology
Mijar, Moodbidri-574225

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TATA

9. You are required to obtain Personal Accident Insurance Policy (for yourself) for a sum of Rs. 5,00,000/- (Rupees Five Lakhs only) from any Nationalized Insurance Company, from the date of your engagement with TCE. You shall submit the supporting documents as proof of having obtained Personal Accident Insurance Policy within 7 days from the date of your engagement. You will be reimbursed the policy premium amount on submission of the supporting documents along with your first invoice, failing which your payment will be kept on hold.

10. You are required to submit your first invoice for the period 12-04-2021 to 20-04-2021 and subsequent monthly invoices from 21st to 20th of succeeding month for the services rendered by you, if any.

11. You shall furnish the monthly invoice along with timesheet indicating the work carried out and duly approved by the company on or before 22th of every month.

12. Tax Deduction at Source (TDS) as applicable as per Income Tax Act, will be deducted from the monthly invoice amount.

13. In case you are required to work on Company's weekly off/ DC holidays, in view of the exigencies of work, you may opt for compensatory off (CO) which will be sanctioned by the Functional Manager. The same is to be utilised within your contract period. Such CO, if not availed, will automatically lapse at the end of contract period.

14. This arrangement is purely for the project mentioned above and only to meet the temporary increase in workload on project.

15. This arrangement will automatically stands terminated on close of work on 21-03-2022 or completion of the Job no. 11329B mentioned above whichever is earlier.

16. You will keep "Secret" and "Confidential" any and all drawings, specifications, instructions, reports, documents and process information or any other data relating to Projects / Proposal and/or Clients/TCE which you acquire during the tenure of contract. You will be required to sign a 'Secrecy Agreement' on a plain paper in presence of a representative of our Human Resources Department.

17. You will abide by the Tata Code of Conduct and related policies, a copy of which will be made available to you.

18. This arrangement with our company, are liable to be terminated by giving fifteen (15) calendar days' notice from either side, without assigning any reason whatsoever.

However, in the following events your contract will be terminated with immediate effect without assigning any reason:-

a) showing lack of interest in the work or in aptitude for the job.
b) inefficient/bad quality of work not meeting the engineering standard
c) found otherwise unsuitable
d) absenting without authorization / intimation for seven (7) days' or more,
e) unethical behavior/act
f) behavior/act affecting the decorum of the work environment
g) violating any of the terms of your engagement

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Ava's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225

TATA

19. Documents to be carried at the time of reporting on first day of your contract:

a) Copy of this letter duly signed by you
b) Two passport sized recent colour photographs
c) Photocopy of Passport and Driving License/Ration Card
d) PAN and Photocopy of PAN card : to enable us to issue TDS certificate at the end of the financial year
e) Aadhaar card copy
f) Cancelled Cheque with name printed
g) One attested copy of each of the following
   i). Proof of Date of Birth (Birth certificate or SSC certificate indicating your date of birth)
   ii). Qualification Certificates
h) GST Registration Certificate (If applicable).

20. If you are registered under GST, the following clauses will be applicable as per GST Law:

a) You shall pay the applicable GST amount to government within due date i.e. 20th every month.
b) You shall upload correct invoice details in GST Return (GSTR 1) within due date i.e. 10th every month and the same is matched as per the GST requirements (www.gst.gov.in).
c) In case, Tata Consulting Engineers Limited is not able to claim the input tax credit under GST on account of non-compliance from your side (i.e. Uploading of GST return), such amount shall be recovered from you from your monthly charges or by initiating any other remedial measures.
d) In case, Tata Consulting Engineers Limited is required to pay any interest and/or penalty on account of non-compliance by you, the same shall be recovered from you.

If you are agreeable to the above terms and conditions, you are requested to sign and return the duplicate copy of this letter as your acceptance to the above conditions within seven (7) days from date of issue of this letter, failing which this arrangement shall automatically stand withdrawn and cancelled.

Yours faithfully,
For TATA CONSULTING ENGINEERS LIMITED

Nidhi P Mehandiratta
Head-HR

I accept.

Signature

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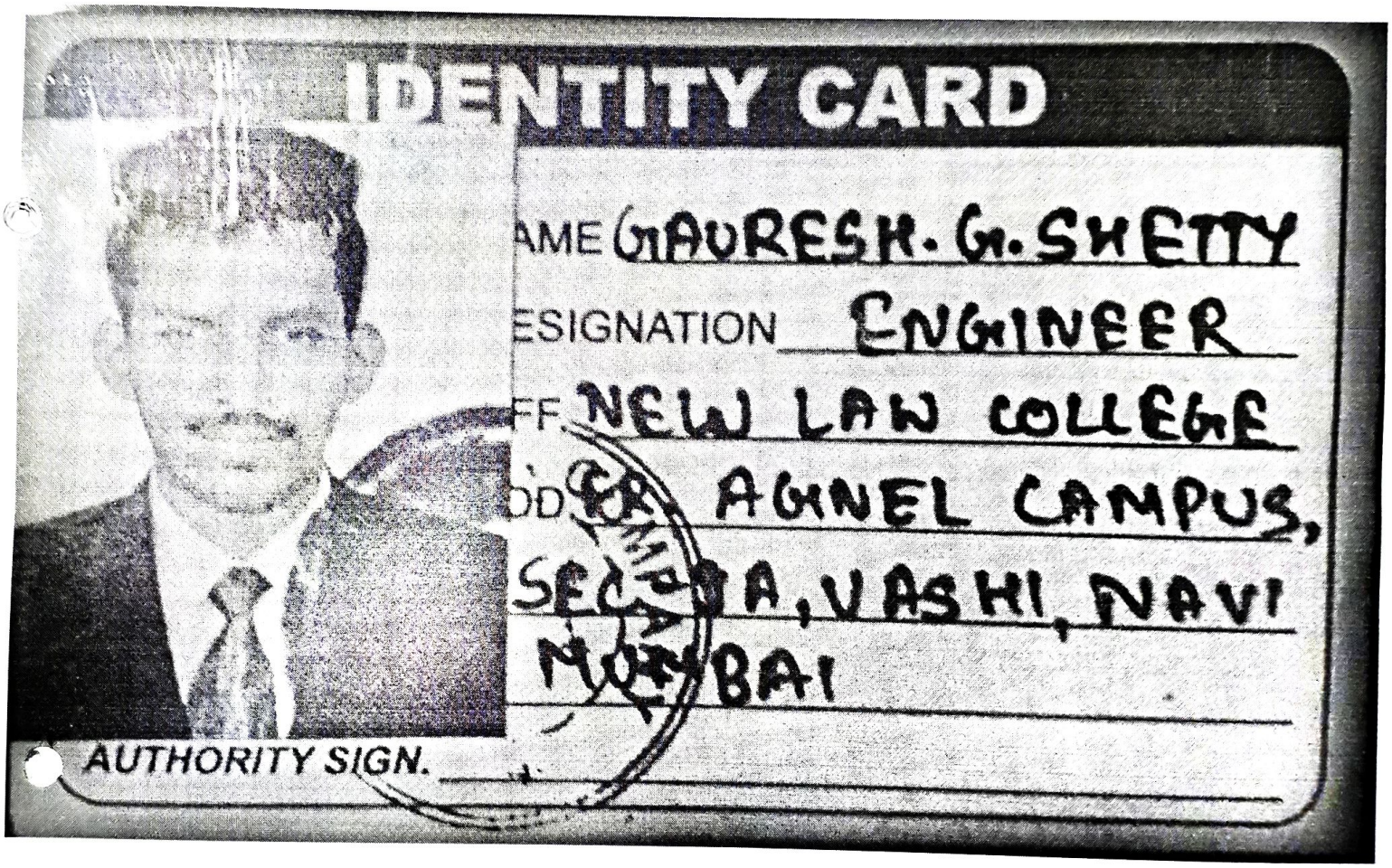
Dept. of Civil Engineering
Alva's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225



H.O.D.
Dept. of Civil Engineering
Alva's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225

OFFER LETTER

Date: 23/ Nov/ 2021

Dear : Mr. MADAN H D

We are pleased to present to you our offer of employment with the M/s. **Expertise Contracting Company Ltd.** based on the following employment terms and conditions. Please review this summary of terms and conditions for your anticipated employment with us:

Sl-no	Descriptions	Entitlements
1	Visa Status	Single
2	Position's Title	Trainee Engineer
3	Basic Salary	2000 SAR
4	Overtime	Not Applicable
5	Accommodation & Food	Provided by the Company
6	Transportation Facility	Provided by the Company
7	Employment contract duration	1 year (Can be extended)
8	Air Tickets	Round Tickets Provided by Company

BASIC TERMS:

- All the above subject and terms will be governed as per the company polices time to time implemented.
- The offer is subject to your **Short Term work Visit visa endorsement** requires approval from the concerned respective state authorities.
- Contract is subject to renewal based on the project requirements and your performance during the period of your deployment
- Upon acceptance of the offer, a formal contract between you and the Company (**Expertise Contracting Company Ltd**) will be drawn up in accordance with the labor regulations of the Kingdom of Saudi Arabia.
- All other terms and conditions are according to Saudi Labor Law and Board Resolution No. 01, s. 2014 of Expertise Board of Directors.
- You are required to provide us copies of following documents, your Passport, Academic Certificates, relieving letter (if available) on your arrival & joining our company at our HRA
- Should you accept this offer letter, we look forward to having you in our organization and we are confident that this will result in a mutually advantageous relationship. Should you have any queries, please do not hesitate to contact the under-signed.

Human Resources Manager **Vice President (HRA/Ops)** **President**

Employee Name & Surname	*Employee Signature*	*Expected Joining Date*

Dept. of Civil Engineering
Alva's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225



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Mijar, Moodbidri - 574 225



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Mijar, Moodbidri - 574 225

Diary No. 8271

NAME : Mounesh.	**DESIGNATION :** Site-Engineer
FATHER'S NAME : Ashok	**JOINING DATE :** 12-01-2021
SURNAME : Pattar	**JOINING PLACE :** Gowribidenur
ADDRESS : Chikka-Asangi	**LICENSE NO.**
Tal:- Kolhar	**LICENSE ISSUED PLACE :**
Dist:- Vijayapura	**REF. PERSON & DIARY NO. :** Satish Sir
QUALIFICATION : B.E (Civil)	
MOBILE NO. :	
MOBILE NO. 9380254937	



Issuer's Signature :

Issued Date :

H.O.D.
Dept. of Civil Engineering
Alva's Institute of Engg. & Technology

D.Y. UPPAR & SONS
Engineers & Contractors

ಡಿ. ವೈ. ಉಪ್ಪಾರ್ & ಸನ್ಸ್

ATTENDANCE & BATTA APPLICATION

Name: ಮಾನ್ಯಶ್ರೀ ಆ. ಪತ್ತಾರ

Date: 20/01/2021

Diary No.: 8271

Designation: ಸೈಟ - ಇಂಜಿನಿಯರ

Camp: 42 ಕ್ಯಾಂಪ್ (ಗೆರಿಬಿದನೂರು)

REASON

ಇನಾಂಕ 12-01-2021 ರಿಂದ 18-01-20210 ವರೆಗೆ ಡೈರಿ ನಂಬರ ಬಾರದ ಕಾರಣ ಪೋಟೊ ತೆಗೆಸಿಕೊಂಡಿರುವುದಿಲ್ಲ ಇದ ಕಾರಣ ಮ್ಯಾನುವಲ್ ಅಟೆಂಡೆನ್ಸ್ (attendence) ಕೊಡಬೇಕಾಗಿ ಕೇಳಿಕೇಳಿಯ ಮನವಿ.

8271
EMPLOYEE SIGNATURE

COMMENTS

ಮಾನ್ಯವಲ್ ಅಟೆಂಡೆನ್ಸ್ (Manual attendence) ಕೊಡಬೇಕಾಗಿ ಮನವಿ.

DAIRY NO	NAME	AUTHORISED SIGNATURE
1859	Sahebagouda P.E	1859

Diary No.

SALARY DETAILS

SALARY	BATTA	EFFECTIVE DATE	AUTHORISED SIGNATURE		DESIGNATION	GRADE
16,000/- Sixteen Thousand - only		12/1/21				

1

Salary Slip

Date - 02/03/2021

Dairy No - 821

Name - MOUNESH ASHOK PATTAR

Designation - SITE ENGINEER

Salary/M - 16000.0

Batta/D - 0.0

Salary/M (Old) - 15000.0

Batta/D (Old) - 0.0

Month	ATT DAYS		BATTA DAYS
AUGUST 2020	0.0		0.0
SEPTEMBER 2020	0.0		0.0
OCTOBER 2020	0.0		0.0
NOVEMBER 2020	0.0		0.0
DECEMBER 2020	0.0		0.0
JANUARY 2021	20.0		0.0
TOTAL	20.0	TOTAL	0.0

TOTAL ADVANCE	0.0
ADVANCE DEDUCTED	0.0
BALANCE ADVANCE TO BE RECOVERED	0.0

SALARY AMOUNT	10666.67
BATTA AMOUNT	0.0
TOTAL AMOUNT	10666.67

ADVANCE LESS	0.0
PENALTY LESS	0.0
BONUS PLUS	0.0
OTHER DEDUCTIONS LESS	0.0
NET PAY AMOUNT	10666.67

H.O.D.

Dept. of Civil Engineering
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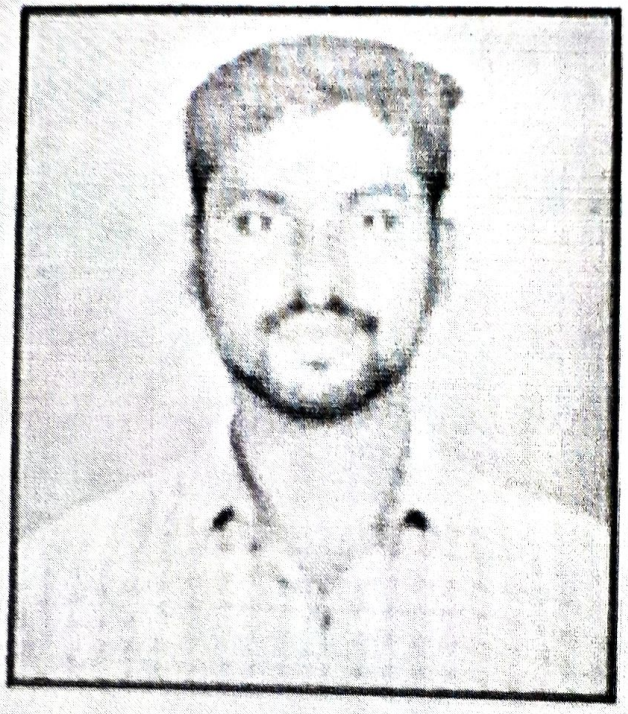
Mijar, Moodbidri - 574 225

NEW CONSOLIDATED CONSTRUCTION CO. LTD.

ESTD. 1946

ISO 14001.9001.45001;2018



Name : Prathapa M

Designation : Tr.Eng Qc

Work site : Micro labs Project

For NCC Co. Ltd.

Authorised Signatory

Mumbai | Pune | Goa | Bengaluru | Hyderabad | Chennai

MICHEZO

MICHEZO SPORTS PRIVATE LIMITED
+91 90081 48884
info@michezosports.com
www.michezosports.com

04 March 2021

Rajshekhar N Bandihal
Dambal, Gadag
Karnataka
(+91 90604 56793 | rajdeepa242@gmail.com)

OFFER LETTER

Dear *Rajshekhar,*

With reference to our conversations, we are pleased to offer you the position of "SITE ENGINEER" in our Company.

1. The effective date by which you will join work is 04 MARCH 2021, on the terms and conditions as indicated in this letter. We request you to commence your duties at 09:30AM on the date of your joining.
2. The key details of your offer are attached in the Annexure.
3. You will directly report to the PROJECT MANAGER.
4. Your employment will be governed by the prevailing employee policies of the Company.
5. You are expected to keep the contents of this offer and any Annexure hereto confidential at all times.
6. This offer shall lapse if we do not receive your acceptance on or before 08 March 2021.

We request you to confirm your acceptance of this offer (including the Annexure) and confirm to us your date of joining by a return email and send us a scan of this letter duly signed by yourself signifying your acceptance of all the above-mentioned terms and conditions.

We welcome you to Michezo and wish you a successful career with us.

For Michezo Sports Private Limited,

Deepak Natraj
Director
04 March 2021

Accepted

N Rajshekhar
Bangalore
_____March 2021

H.O.D.
Dept. of Civil Engineering

REGISTERED OFFICE
#509, 3rd Cross 9th Main,
HAL 2nd Stage, Indira Nagar
Bengaluru 560038
Karnataka

SOWPARNIKA
Delivering Happiness

Ref: SPIPL/HR/Offer/12/2019 -20
Date: 20.02.2021

Ravikeerthi KC
Bangalore

Sub: Offer of Employment

Dear Ravikeerthi KC,

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you an employment with Sowparnika Projects & Infrastructure Pvt. Ltd. The detailed appointment letter will be issued upon your joining the organization.

Details of the terms & conditions of the offer would be as under: -

- You will be designated as **Trainee Engineer.**
- Your date of commencement of Employment will be on **01.03.2021.**
- You will be entitled to an annual mutual reciprocation of Rs. [illegible]/- (Rupees [illegible] thousand Only) which shall include all perks and benefits as described in the Annexure I.

Please bring along the below listed documents / details on your day of joining

- Date of Birth proof certificate
- Academic credentials in Original & a copy for office records
- Aadhar Card Copy (Color print 2 copies)
- Copy of PAN card
- Previous Employment credentials including Relieving letters - in Original & a copy for records
- Recent Passport size photographs (6 Nos.)
- Previous employer's TDS Form-16 & PF details, if applicable.

The above offer has been made based on information furnished by you. However, if there is any discrepancy in the information furnished and/ or copies of documents given by you as a proof of the above; Sowparnika Projects & Infrastructure Pvt. Ltd. retains the rights to review the offer of employment.

Thanking you,

For SOWPARNIKA PROJECTS & INFRASTRUCTURE PVT LTD

Authorized Signatory

Corporate Office
Sowparnika Projects and Infrastructures Pvt. Ltd.
#730, 'C' Block 1st Main Road, AECS Layout,
Kundalahalli, Bangalore - 560 037.

+91 80 4243 3000
+91 80 4243 3003
info@sowparnikaprojects.com
www.sowparnika.com

H.O.D.
Dept. of Civil Engineering
Alva's Institute of Engineering & Technology
Mijar, Moodbidri - 574 225

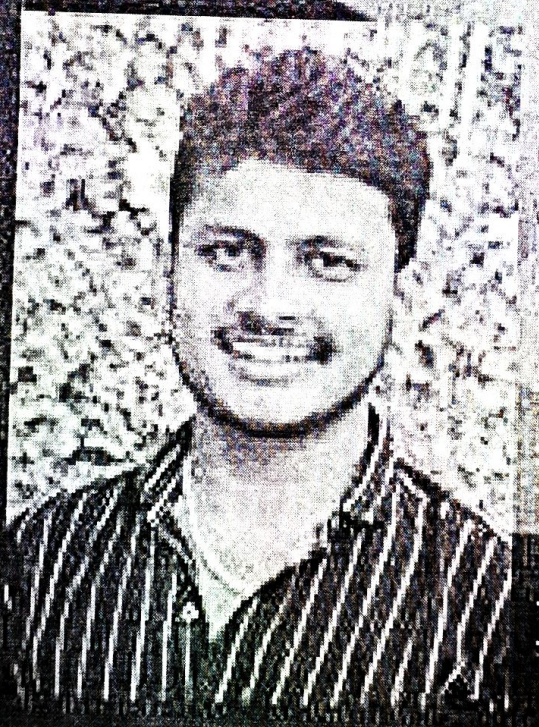
EMPLOYEE

SATHISH B R

Jr.ENGINEER

Date of Birth: 16-JUN-1998

Phone Number: 9538789581



EMPLOYEE CODE
CHVNR/HO/012

CHVN REDDY

GURUSTHAAN
Empowering Teachers to Enlighten Students

COOL GURU LLP

www.gurusthaan.com

ANNEXURE - A

Salary Structure is bifurcated as below:

Description	Monthly (Rs)	Annual (Rs)
Basic	8,000	96,000
Cost of Living Allowance (COLA)	4,000	48,000
Medical Allowance	2,500	30,000
House Rent Allowance (HRA)	3,200	38,400
Conveyance Allowance	1,200	14,400
Special Allowance	1,950	23.400
Total Compensation	**20,000**	**2,50,200**

- In Addition to this, your Local Monthly Conveyance, Telephone & Internet Expenses will be taken care of by the company
- All applicable allowances will be paid as per eligibility and policy guidelines
- Incentive if any will be decided on the basis of KPI's and performance.
- Professional Tax and TDS will be deducted as and when applicable.
- You may terminate the Employment Agreement by providing the Company with Sixty (60) days prior written notice and the company may also terminate this agreement at its sole discretion by providing you with Sixty (60) days prior written notice.

Private and Confidential. Any breach of this confidentiality will be treated as violation of company policy.

Alva's [illegible]

Cognizant

Ref No: 15151271

10-Nov-2020

Swaroop NE

Dear Swaroop,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Bangalore**.

Your Annual Total Compensation will be **Rs.215,001**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

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

We request you to join us on or before **12-Nov-2020.**

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:
- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature : **Date:**

H.O.D.
Dept. of Civil Engineering
Alva's [illegible] & Technology
[illegible] 574 225

NEW CONSOLIDATED CONSTRUCTION CO. LTD.

ESTD. 1946



Name : Tejash

Designation : Tr. QA QC Engineer

Work site : IIT-ACB

For NCC Co. Ltd.

Authorised Signatory

Mumbai | Pune | Goa | Bengaluru | Hyderabad | Chennai

MANA PROJECTS

IMAGINEERING DREAM SPACES

Letter of Offer for Employment

12th October, 2020

To,

Mr. Vinay K,
Bangalore

Mr. Vinay K,

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as **"Jr. Engineer - trainee"** with effect from Joining Date on or before **12th Oct, 2020.**

You will be paid gross **Rs. 18,000/-** (Rupees Eighteen Thousand only) Per Month. Your employment with us will be governed by the Terms & Conditions.

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

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

We congratulate you on your appointment and wish you a long and successful career with us.

We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Note: Detailed salary break up will be given in the appointment letter at the time of joining.

With Regards,
For Mana Projects Pvt Ltd.

D. Kishore Reddy
(Managing Director)

MANA PROJECTS PVT. LTD. Bangalore

HOD
Dept. of Civil Engineering
Alva's Institute of Engineering & Technology
Mijar, Moodbidri - 574 225

HOMZA CART INDIA PRIVATE LIMITED

2/405 A, Jadkal, Byndoor Taluk, Udupi District, Karnataka – 576233
CIN: U55209KA2020PTC141514

APPOINTMENT LETTER

05-Dec-2020

Mr. Zeos Laimayum

Dear Zeos Laimayum

Congratulations! We are pleased to confirm that you have been selected to work for HomZa Cart India Pvt Ltd. We are delighted to extend a letter of Intent for the position of title of Trainee Engineer with a package of INR: 12,000/- per month.

Your appointment will be effective from the date of joining, which shall be on or before 10/12/2020 (DD/MM/YYY). Your posting will be at Moodabidri, Karnakata.

Your offer will include benefits as per company HR policies from time to time.

The information provided by you is subjected to verification. If at any point of time determined that the information found and/or collected during background verification is false are inaccurate, your employment at HomZa Cart India Pvt Ltd will stand terminated with immediate effect without any obligation from company

Please sign the enclosed copy of this letter and return it to me by 08/12/2020 (DD/MM/YYY) to indicate your acceptance of this offer.

We are confident you will learn & be able to make a significant contribution to the success of our HomZa Cart India Pvt Ltd. We look forward to welcoming you to HomZa Cart family.

HomZa Cart India Pvt Ltd

SRAJAN DAS

Director

Name: Zeos Laimayum

Date: 08/12/20

Place: Mijar

H.O.D.
Dept. of Civil Engineering
Alva's Institute of Engg. & Technology
Mijar, Moodbidri - 574 225

Sonus



GAGANA M R

EMP ID : E007244

Blood Group : O+ve

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

Emergency Contact : +91-80-67895100

Cognizant

16-Dec-2019

Dear Ashish Shambhag,
B.E / B.Tech, Electronics and Communication Engineering
Alva's Institute of Engineering & Technology

Candidate ID – 13876124

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

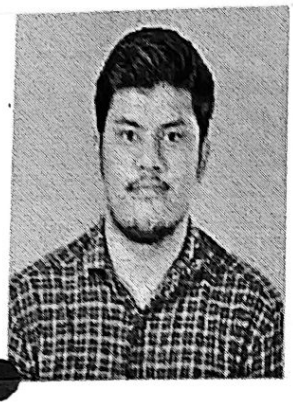
Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Date:

Signature :

PRINCIPAL
Alva's Institute of Engg. & Technology.
[illegible] - 574 225.



Candidate Name (ID)	Date of Joining	Telephone Number	Blood Group
Ashish Shanbhag (13876124)	09 Feb 2021	7353681876	A+
Date of Birth	**PAN Card**	**Aadhar Card Number**	
29 Oct 1998	HEAPS3740L	249135413050	

Cognizant Address
Cognizant Technology Solutions India Pvt. Ltd. Manyata Embassy Business Park,Mahogany(F2)-SEZ, Hebbal Outer Ring Road,,Rachenahalli, Bangalore, 560045

This Pass is only Valid on 09 Feb 2021

Security Health & Safety Guidelines for Visitors in Cognizant Premises

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate ti record your exit from the Campus
- Cognizanthas a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exist signs to safety exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizan reserves the right to turn away/stop the vendor's work where required safety precautions are not followed

Cognizant

16-Dec-2019

Dear Sangeetha S V,
B.E / B.Tech, Electronics and Communication Engineering
alva's institute of engineering and technology

Candidate ID – 13876125

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
• This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
• Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

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

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Navigate your next

HRD/3T/1000833887/20-21

January 29, 2021

Mr. Jayanand J
Near Pwd Office Gangavathi
Koppal
Gangavathi-583227
India

Ph: +91-7892138865

Dear Jayanand,

Welcome to Infosys!

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

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.29 12:47:25 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
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Mijar, MOODBIDRI - 574

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HRD/1000833887/20-21

January 29, 2021

Mr. Jayanand J
Near Pwd Office Gangavathi
Koppal
Gangavathi-583227
India

Ph: +91-7892138865

Dear Jayanand,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **17-May-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

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

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jayanand J
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Jayanand J
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Id Badge Preview

Infosys®

Infosys Limited

Electronics City, Hosur Road, Bengaluru 560100

Phone No: +91 80 28520261

Employee Name

Karthik J

Employee Number

1147630

Emergency contact Number

9036725004

E

PRINCIPAL
Alva's Institute of Engineering
Mijar, MOODBIDRI - 574 225, D.K

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HRD/3T/1000928197/21-22

June 6, 2021

Mr. Karthik J
#881, K B Extension, Near Bellarry Siddamma Park,
Behind Vidya Sagar Convent
Davanagere-577002
India

Ph: +91-9066857244

Dear Karthik,

Welcome to Infosys!

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

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.06.06 19:18:20 IST
Reason: Digitally Signed
Location: Bangalore

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F 91 80 2852 0362
askus@infosys.com
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HRD/1000928197/21-22

June 6, 2021

Mr. Karthik J
#881, K B Extension, Near Bellarry Siddamma Park.
Behind Vidya Sagar Convent
Davanagere-577002
India

Ph: +91-9066857244

Dear Karthik,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **21-Jun-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

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

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Karthik J**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

DXC.technology

08/14/2020

MADHU R

Dear MADHU,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E−sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Lokendra Sethi
Vice President - Human Resources

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

DXC.technology

08/14/2020

MADHU R
madhu kr THYAVANIGE road hirekogalooru kogaloor hirekogalppru

davangere, 577552
India

Dear MADHU,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 08/27/2020. Your job level at DXC is 3.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

You are expected to report at Brillant Titanium 4th & 5th floor, Plot no. 9, Scheme 78, Part II, Vijaynagar, Indore, 452010, M.P, at 9:00 AM to complete your joining formalities.

Compensation and Benefits

1.0 Salary
Your Fixed Gross Salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of Incentive Compensation (at an indicative payment of 100%) will be INR 342,857.

1.1 Basic Pay
You will be eligible for a Basic Pay which will be INR 180,000.00.

1.2 Provident Fund
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.3 Gratuity
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.4 Insurance
Medical Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary or INR 1,000,000 whichever is higher. Group term life insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these insurance benefits forms a part of your compensation.

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 826315/1945799/ELTP **27-AUG-2021**

Mr. Srinidhi J C
Davanagere (Kar) - 577217
Mobile: 9019745908

Subject: Offer of Appointment

Dear **Mr. Srinidhi J C**

It is our pleasure to welcome you to **Tech Mahindra Limited.**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme.**

2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called **"Entry Level Integrated Training and Enablement"(ELITE)** will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.

4. Your remuneration while on probation has been detailed in **Annexure A.** Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only).** Please refer **Annexure B** for details on the compensation and statutory deductions.

5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

6. This offer is valid subject to your fulfilling the following: -

   - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
   - Meeting the set eligibility criteria at the end of your academic course
   - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
   - Submission of all necessary legal documentation pertaining to your employment.

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Mijar, MOODBIDRI - 574 225, D.K

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HRD/3T/1000833941/20-21

January 28, 2021

Ms. Varshini Mn
Rameshwara Nagar Magadi (T) Ramanagara
B. K. Road
Magadi-562120
India

Ph: +91-9880584743

Dear Varshini,

Welcome to Infosys!

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

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.28 14:22:18 IST
Reason: Digitally Signed
Location: Bangalore

H.O.D.
Dept. Of Electronics & Communication
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Varshini Mn**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

D.V.T
H.O.D.
Dept. Of Electronics & Communication
Engineering

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HRD/3T/1000835015/20-21

January 28, 2021

Ms. Rasika B Patil
Sbi Colony, Behind Dysp Office
Belgaum
Chikodi-591201
India

Ph: +91-9880618066

Dear Rasika,

Welcome to Infosys!

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

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.28 19:06:09 IST
Reason: Digitally Signed
Location: Bangalore

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

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

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HRD/1000835015/20-21

January 28, 2021

Ms. Rasika B Patil
Sbi Colony, Behind Dysp Office
Belgaum
Chikodi-591201
India

Ph: +91-9880618066

Dear Rasika,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **03-May-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

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

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Navigate your next

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Rasika B Patil**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Rasika B Patil
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	**Ms. Raziya Banu**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ECE 19-20

MEDICLOQ

MEDICLOQ SERVICES PVT LTD.
#120 1ST FLOOR 3RD CROSS 8TH MAIN 3RD PHASE JP NAGAR BENGALURU -78
CIN: U63030KA2020PTC131418
PH- 08041339873 EMAIL - info@mediclog.com

Date: 01/03/2021

OFFER LETTER

Dear **J Vinay Kumar,**

Medicloq Services Pvt Ltd is excited to bring you on board as **Junior Software Associate.**

We're just a few formalities away from getting down to work. Please take the time to review our formal offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with Medicloq.

Medicloq is offering a fulltime position for you as Junior Software Associate, reporting to immediate tech lead starting on 08th March 2021 at J P Nagar, Bengaluru. Expected hours of work are Five days a week and 40 hrs a week.

In this position, **Medicloq is offering to start you at a pay rate of Rs. One lakh Eighty thousand per year. You will be paid on a monthly basis, starting 04th of April 2021.** As an employee of Medicloq you **will not be eligible for any insurance or provident funds** until we have big team to legally provide it.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 5th March 2021.

Sincerely,

MEDICLOQ SERVICES PRIVATE LIMITED
120, 3rd Cross, 8th Main,
3rd Phase J.P. Nagar Bangalore - 560 078
Karnataka

Srinivas M
CEO-Founder

Medicloq Services Pvt Ltd
#224, 17th cross 23rd main
5th Phase J P Nagar
Bengaluru - 560078

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

1.11. Company Property:

(a) The Employee shall always maintain, in good condition, the Company's property, which may be entrusted to the Employee for official use during the course of the Employee's employment. At the time of relinquishing the duties, the Employee shall return all such property to the Company. Failure to do so will automatically entitle the company to recover such amounts from the Employee's dues in addition to any other remedies available to the Company under law.

(b) The Employee shall be responsible for all such items or property and shall immediately report loss of property, if any, in the Employee's possession to the Company. The Employee shall, if required by the Company, assist the Company in reporting loss of any such property to the local police authorities, as well as for lodging a claim with the insurance company. Failure to do so will automatically entitle the company to recover such amounts from the Employee's dues in addition to any other remedies available to the Company under law.

1.12. Borrowing / Accepting Gifts: The Employee shall not borrow or accept any money, gift, reward or compensation for the Employee's personal gains from or otherwise place himself under pecuniary obligation to any person / client associated with the Company.

1.13. **Valid Passport:** The Employee might be required to travel abroad for and on behalf of the Company. The Employee should necessarily possess a valid passport and submit an authenticated copy of the same for the Company records. In the event the Employee does not possess a valid passport, the Employee shall obtain a valid passport at the Employee's own expense within the Employee's probation period.

1.14. Other Agreements: As and when required by the Company's clients or other interests, the Company may be obligated to procure the Employee (as its employee) to sign certain agreements relating to confidentiality, intellectually property, non-disclosure and other restrictions. The Employee agrees to sign such agreements in the best interests of the Company.

1.15. Company Policies: The Employee shall follow all Company rules and policies effective as of the Effective Date and revised from time to time, including but not limited to the Code of Conduct, Leave Policy, Health & Safety Policy, Anti-Sexual Harassment Policy, and Information Technology Security Policy. The Company shall notify any amendment and / or updates to such policies to the Employee either by an email communication and / or by notification on the Company website. The Employee acknowledges that such communication or notification shall be adequate and shall thereafter be automatically incorporated into this Agreement.

2. COMPENSATION

As consideration for continued employment hereunder, the Employee shall be compensated on a cost to company basis ("CTC") **Rs. 341,750/- (Rupees Three Lakhs Forty One Thousand Seven Hundered Fifty Only)** per annum.

Fixed Salary	330,000
Cost to Company (CTC)	**330,000**
Health Insurance Premium	11,750
Gross Compensation	**3,41,750**

"Actual PB payout would be as per the Performance Bonus Policy published in the company Intranet"

3. TERMINATION

3.1 The Employee may terminate this Agreement without any reason, by giving the Company no less than three (3) month's prior notice after confirmation and one (1) month's prior notice during the Employee's probation period. The Company may reduce the notice period at the Company's sole and absolute discretion. The Employee agrees that, in the event the Company decides to reduce the notice period, the Employee shall be entitled to salary only to the extent of such reduced notice period.

3.2 The Employee agrees to co-operate with the Company to do all such acts and things necessary for complete transitioning of his / her responsibilities, as the Company may require at its discretion.

3.3 **Termination without Cause** - This Agreement can be terminated by the Company, without any reason, by giving the Employee not less than three (3) month's prior notice in writing or salary in lieu thereof. For the purposes of this clause, "*salary*" indicates last drawn salary by the Employee.

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DXC.technology

08/14/2020

Ananda Kumar

Dear Ananda,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E–sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Lokendra Sethi
Vice President - Human Resources

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

DXC Technology India Private Limited (formerly known as CSC Technologies India Private Limited)
CIN: U72900TN2015FTC102489
Registered Office:
Unit 13, Block 2, SDF Buildings, MEPZ-SEZ, Tambaram Sanatorium, Chennai (Tamil Nadu) - 600
Ph: +91-44-22628080 / 22623880, Fax: +91-44-22628171
Website: www.dxc.technology

DXC.technology

08/14/2020

Ananda Kumar
173 new bank colony ,amruth nagar main road

bangalore, 560062
India

Dear Ananda,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 08/27/2020. Your job level at DXC is 3.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

You are expected to report at Brillant Titanium 4th & 5th floor, Plot no. 9, Scheme 78, Part II, Vijaynagar, Indore, 452010, M.P, at 9:00 AM to complete your joining formalities.

Compensation and Benefits

1.0 Salary
Your Fixed Gross Salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of Incentive Compensation (at an indicative payment of 100%) will be INR 359,999.85.

1.1 Basic Pay
You will be eligible for a Basic Pay which will be INR 180,000.00.

1.2 Provident Fund
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.3 Gratuity
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.4 Insurance
Medical Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary or INR 1,000,000 whichever is higher. Group term life insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these insurance benefits forms a part of your compensation.

Offer: Computer Consultancy
Ref: TCSL/DT20195276884/Bangalore
Date: 13/09/2019

Ms. Anju Thomas
Alvas Institute Of Engineering And Technology, Mijar, Moodbidri,
Mijar,
Manglore-574225,
Karnataka.
Tel# -

Dear Anju Thomas,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹**3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

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Mijar, MOODBIDRI - 574 225, D.K.

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066
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

TATA

GROSS SALARY SHEET Annexure 1

Name	Anju Thomas
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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

DXC.technology

19 Jun, 2020

Ankitha C C

Dear Ankitha,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 12, 2020 23:51 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

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

DXC.technology

19 Jun, 2020

Ankitha C C
K.E.B Quatras, Mysore Road

Holenarasipura, 573211
India

Dear Ankitha,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 18 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

EIT SERVICES INDIA PRIVATE LIMITED
Digital Park, Plot No.39-40
Konappana Agrahara, Electronics City
Hosur Road, Bangalore - 560100

PAYSLIP FOR THE MONTH OF JULY 2020

Emp Code	11605613	**Emp Name**	Ankitha C C		
Department	27 Associate Professional (IC)	**Cost Center**	INES604908	**PF No.**	PYBOM0013015000106 9306
Location	Bangalore	**Designation**	Associate Professional Software Engineer	**ESI No.**	
Date of Birth	08-02-1999	**Bank A/c No**	50100356399663	**Pan No.**	BTYPC1075M
Date of Joining	19-06-2020	**Gender**	F	**EPS No.**	PYBOM0013015000106 9306
UAN	101587823775				

Regime Type	Old Regime

Earnings	**Amount**	**YTD**	**Deductions**	**Amount**	**YTD**
BASIC	15,000.00	15,000.00	Provident Fund	2,100.00	2,100.00
Arrear Basic	6,000.00	6,000.00	Professional Tax	200.00	200.00
House Rent Allowance	10,500.00	10,500.00			
Advance Bonus/Exgratia	3,931.00	3,931.00			
[redacted]sport Allowance II	420.00	420.00			
Transport Allowance	1,037.00	1,037.00			
Total Earnings	36,888.00	36,888.00	**Total Deductions**	2,300.00	2,300.00

Net Pay : Rs. 34,588.00

In Words Rupees Thirty Four Thousand Five Hundred and Eighty Eight Only.

Days In Month (A)	**Arrear Days (B)**	**LOPR Days(C)**	**LOP Days (D)**	**Net Days Worked (E = A + B + C - D)**
31.0	12.0	0.0	0.0	43.0

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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Ms Anupama J S
B Durga,
Holalkere (TQ),
Chitradurga,
Karnataka - 577518

Contact No: +91 9632899096
Email: anupamajs1999@gmail.com

Dear **Anupama,**

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020.** If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **Advisory PI ITA Digital-PI Insurance** in the Firm. Your Rank will be **44.** While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

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Annexure B

Name	Anupama J S	DOJ	11 January, 2021
Designation	Associate Software Engineer	Service Line	Advisory PI ITA Digital-PI Insurance
Rank	44		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

Date: March 08, 2021

Emp Temp Code: 222174510
Apeksha S Shetty
F-105 Dsk Project Kalyan Nagari Chs . Kalyan West Thane,
Maharashtra - 421301, India

Contact No: +918151897469

Letter of Appointment

Dear Apeksha,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as Sr. Customer Service Associate- Voice .You are required to report to the Company's office at **Ashar IT Park,Bldg No.1,2nd Floor, Jayshree Baug,Rd No 16 Z, Wagle Industrial Estate, Thane (W)-400604, Mumbai** on **March 08, 2021** (**"Joining Date"**) at **9:30 AM.**

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I.** All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.

2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.

3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. Work exigencies and your profile may require you to extend your work-timings in accordance with the *Working Hour & Attendance Policy*. By accepting and signing this letter you affirm your willingness to abide by this requirement.

4. While your initial place of posting will be at 's office at **Mumbai** , you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.

5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time **("Probation Period")** if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.

6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days** (**"Notice Period"**) prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

   The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

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Mijar, MOODBIDRI - 571

Teleperformance
each interaction matters

Emp Temp Code : 222174510

Annexure I
Compensation Details

Name Of Employee:	Apeksha S Shetty	
Designation:	Sr. Customer Service Associate- Voice	
Grade:	Grade I	
Date Of Joining:	March 08, 2021	
City:	Mumbai	
Salary Structure (Appointment)	**Amount In Indian (INR)**	
Basic Pay	10,367.00	
Housing Rent Allowance (HRA)	6,220.00	
Transport Allowance	0.00	
Flexible Benefit Plan	0.00	
Statutory Bonus#	2,073.00	
Gross Fixed Salary (1)	**18,660.00**	
Provident Fund (Employee) **(2)**	1,244.00	
ESIC (Employee) **(3)**	140.00	
Net Take Home [1-(2+3)]	**17,276.00**	
Provident Fund (Employer) **(4)**	1,244.00	
ESIC (Employer) **(5)**	606.00	
Gratuity* **(6)**	499.00	
Total Fixed Cost (1+4+5+6)	**21,009.00**	
Annual Fixed CTC	252,108.00	
Annual Performance Pay**	**0 % of Annual Fixed CTC**	
Annual Performance Linked Incentive (PLI)	0.00	
PLI Payout Frequency	Monthly	

For Teleperformance Global Services Private Limited ,

Prashant Ruparel

Director - Talent Acquisition

***Gratuity** shall be payable as per **"The Payment of Gratuity Act"**.

****Performance Pay** will be paid on **Annual Basis** and would be payable subject to assessed performance achievement level, based on the "**Performance Pay**" payout policy.

#Statutory Bonus is paid monthly as per **"The Payment of Bonus Act"**.

- All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect
- The above compensation will be subject to Income Tax regulations in force from time to time.
- The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax, labour
- Any Incentive payable, as part of the compensation structure or otherwise, shall have a **"Minimum Attendance Threshold/Performance"** as qualifying criteria for such payout.

Employee Signature	_____
Employee Name	**Apeksha S Shetty**

DXC.technology

9 Jun, 2020

Archana C J

Dear Archana C J,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E–sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 17, 2020 16:45 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

Archana C J

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

DXC.technology

9 Jun, 2020

Archana C J
Kommanalu

Shivamogga, 577225
India

Dear Archana C J,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 18 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

Archana C J

EIT SERVICES INDIA PRIVATE LIMITED

Digital Park, Plot No.39-40
Konappana Agrahara, Electronics City
Hosur Road, Bangalore - 560100

PAYSLIP FOR THE MONTH OF JUNE 2021

Emp Code	11606607	Emp Name	Archana C J		
Department	27 Associate Professional (IC)	Cost Center	INES504907	PF No.	PYBOM00130150001[illegible] 9409
Location	Bangalore	Designation	Associate Professional Software Engineer	ESI No.	
Date of Birth	27-05-1998	Bank A/c No	030101513707	Pan No.	DRZPA4484D
Date of Joining	25-06-2020	Gender	F	EPS No.	PYBOM00130150001[illegible] 9409
UAN	101588002371				

Regime Type	New Regime

Earnings	Amount	YTD	Deductions	Amount	YTD
BASIC	15,000.00	45,000.00	Provident Fund	1,800.00	5,400.00
House Rent Allowance	7,500.00	22,500.00	Professional Tax	200.00	600.00
Advance Bonus/Exgratia	2,808.00	8,424.00			
Other Payment	0.00	8,000.00			
Transport Allowance	2,170.00	6,510.00			
Total Earnings	27,478.00	90,434.00	**Total Deductions**	2,000.00	6,000.00

Net Pay : Rs. 25,478.00

In Words Rupees Twenty Five Thousand Four Hundred and Seventy Eight Only.

EVRY India Pvt. Ltd.
A TietoEVRY Company
CIN: U72200KA2006PTC038899

Private and Confidential

Jan 21, 2021

Ashwini Pandurang Pattar
Alva's Institute of Engineering and Technology, Moodabidri

Dear Ashwini Pandurang Pattar,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY**. You are expected to join on **Feb 1, 2021** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on said date, this offer automatically stands withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. The offer of employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of your employment will cause serious harm to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. Feb 1, 2021),** you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. Feb 1, 2021),** you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the terms of the Offer and the Company shall be entitled to take such measures to enforce its rights at law and in equity.

Working Hours:

. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

PRINCIPAL
Alva's Institute of Engg. & Technology
MOODABIDRI - 574 225, D.K.

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

Note:

1. Gratuity will be paid as per the Gratuity Act - eligible after completion of 5 Years of Service

EY
Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Ms B S Nagarakshitha
#1322, 1st Phase, 5th Cross,
JP Nagar, RV Dental College,
Bangalore,
Karnataka - 560078

Contact No: +91 8277233759
Email: naga.rakshitha@gmail.com

Dear **B S Nagarakshitha,**

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020.** If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **ADV PI-Testing-Campus GDS** in the Firm. Your Rank will be **44.** While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

This file is signed using Digital Signature.

PRINCIPAL

Building a better working world

3. WORKING HOURS:

Your standard working hours will be 45 hours a week.Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

As per our discussion you will report to the Firm on **11 January, 2021** at RMZ Infinity, Tower C, Old Madras Road, Benniganahalli, K.R. Puram, Bangalore - 560016.

Please note that your work location may be different based on the service line you are joining.

5. PROBATION:

You shall be on probation for a period of six months from the date of joining the Firm. Your employment will be deemed confirmed, unless otherwise communicated to you in writing for reasons not limited to performance.
During the six months probationary period for matters related to discipline or performance, the Firm reserves the right to take action in accordance to the policy of the Firm.
Please note that a confirmation letter/notification will not be issued to you upon completion of the six month probationary period.

6. ANNUAL FIXED COMPENSATION:

You shall be paid an annual fixed compensation of **INR 3,61,905/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provisions of the Income Tax Act, 1961, and will be paid to you after deduction of income tax and other applicable taxes at source. The annual fixed compensation will be paid to you monthly in arrears. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person within the Firm.

7. TRANSFERABILITY:

Your initial place of posting will be Bangalore. The Firm reserves the right to transfer you to any other location in India and/or to any other entity affiliated or associated with the Firm.

This file is signed using Digital Signature.

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Annexure B

Name	**B S Nagarakshitha**	**DOJ**	**11 January, 2021**
Designation	**Associate Software Engineer**	**Service Line**	**ADV PI-Testing-Campus GDS**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	30,159	3,61,905

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		23,736

This file is signed using Digital Signature.

VECTOR India Pvt. Ltd.

02-Feb-2022

ISO 9001:2015

To
Dr. D V Manjunatha
The HOD , ECE Dept.
ALVAS INSTITUTE OF ENGINEERING & TECHNOLOGY
Shobhavana Campus, Mijar, Moodbidri
Mangalore, DK ,Karnataka State
Moodbidri
574225

Dear Sir/Madam,

SUB: Placement Update of your students trained in Embedded Sys at VECTOR, HYD/ BLR/ CHEN

Hope you are fine and doing well.

We are glad to acknowledge that the following student of your college have been placed in reputed Embedded Sys company through the campus selection at Vector Institute (HYD/BLR/CHEN):

Student Name	YOP	Branch	Placed in	Photo
BHANUPRIYA H K	2020	ECE	ALTRAN	

This candidate had been trained on **Embedded Sys** for 6-months at our Hyderabad/ Bangalore/ Chennai campus after clearing the All India Entrance Test.

Check Campus Placement Record at: http://www.vectorindia.org/placement_record.html

Vector Highlights:

- **Awarded** the **"Best Embedded Sys training Institute in India"** consecutively for 3 years.
- **Admissions** through **Online Entrance Test**
- **596 MNC's Hired during AUG 2020 to AUG 2021.**

Next Online Entrance Test : 12th FEB 2022

Students can apply at www.vectorindia.org

Course Modules: C,C++,Linux Internals,TCP/IP,N/W Prog,RTOS,8051,RASPBERRY PI,Embedded C

Few Top Notch Companies hired Embedded Trained candidates from Vector are: Sony,Robert Bosch, TataPower, Hyundai R&D, SHARP, Honeywell, Sasken, Wipro, HCL, NXP, WABCO, Valeo, Rockwell Collins, L&T EmSys, and many more.....

Highest package so far:15.4LPA,
Average Package: 3.0LPA

The placement cell will keep you posted on the placement status of your students at Vector.

Thanking you.

Regards
Vector Team
Hyderabad || Bangalore || Chennai
www.vectorindia.org

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

Hyderabad :
#502, Naga Suri Plaza, Ameerpet,
Hyderabad - 500038
Tel: 91-98 66 66 66 99
Email: info@vectorindia.org

Bangalore :
#33/49 , 27th Cross, 12th Main, 4th Block,
Jayanagar, Bangalore - 560 011
Tel: 91-87 62 45 67 89
Email: info.blr@vectorindia.org

Chennai :
179, 1st Main Road, Nehru Nagar,
Perungudi, Chennai - 600096
Tel: 91-9 444 222 459
Email: info.chen@vectorindia.org

DXC.technology

31 May, 2020

Bhavani S

Dear Bhavani,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E–sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 4, 2020 01:31 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

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

DXC.technology

31 May, 2020

Bhavani S
#106, 13th cross, J.C Layout, R.R Temple Road, Devasandra, K R Puram

Bangalore, 560036
India

Dear Bhavani,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 11 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

DXC.technology

Supporting Documentation: As per program guidelines

7. Bonus/Exgratia – For those earning basic salary up to Rs. 21, 000/–pm, advance Bonus is paid towards payment of bonus, payable under the Payment of Bonus Act, 1965.

8. Transport Allowance through Payroll – Balance of the above items paid with the Salary after appropriate tax deductions at the end of the year
Maximum Limit: 100% of FBP Declaration

9. Telephone Reimbursement: Telephone and/or Broadband expenses up to INR 1,500 per month

Maximum Limit: INR 18,000 per annum

Supporting Documentation: Declaration and submission of receipts

* Employees are liable to provide proof in the event of an evaluation by Income tax authorities
* Employees can purchase a vehicle with max ex–showroom price + Accessories of INR 9,00,000. The tenure of the lease is 3 years. Please refer to the policy for more details.

Guidelines governing Flexible Benefits Plan (FBP)

1. Employees will be eligible to select a package of benefits for one year from the menu of benefits annexed to this scheme. The selection of benefits must be done and communicated to the Payroll group. All new employees are expected to do the same within two weeks of joining the company.

2. The year for the purpose of this plan will be 1st April to 31st March.

3. The menu of benefits finalized cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
a) Transfer of the employee from one city to another.
b) Change of grade/level.
c) Change of residential accommodation.
d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children and parents

4. While selection of the menu of benefits and spending the same, the employee must ensure that he/ she should not draw more than:
a) 25% of the annual kitty in Q1
b) 25% of the annual kitty in Q2 & balance of Q1, if any
c) 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
d) 25% of the annual kitty in Q4 & balance of Q1,Q2,Q3, if any

For the purposes of the plan, the quarters will be as follows:
a) Q1 – April, May, June
b) Q2 – July, August, September
c) Q3 – October, November, December
d) Q4 – January, February, March

Any unutilized amount in the kitty as on 31st March will be paid along with the April salary and tax recovered appropriately.

5. In the event of separation of an employee from the services of the company, only pro–rata amount

[illegible] Analyst/A4's offices in location Pune

(B) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

(C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Bhavya M Nayak,

Analyst

Total Cost to Company (CTC). **Rs.300,002.00**

Monthly Components	**Per Month**	**Annualized**
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs.0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	**Rs.21,828.00**	**Rs. 261,936.00**
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		**Rs.292,200.00**
Total Cash Compensation		**Rs.292,200.00**
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		**Rs.300,002.00**

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Scanned with CamScanner

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I,_____residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC - SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra (hereinafter referred to as the"Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1.That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
b) payroll processing agencies for processing my payroll (including reimbursement claims),
c) law enforcement agencies,
d) to comply with a judicial/quasi judicial order,
e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
f) insurance companies for the purpose of group insurance, personal accident insurance etc.
g) service providers providing services for biometric access to office premises for monitoring attendance.
h) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

a.) affiliates of the Company for administrative purposes and/or audit;
b.) clients/prospects in relation to any staff augmentation assignments.

3.That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4.That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6.I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information inCompany's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the Information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature
Date:

BYJU'S

Offer Letter

Name: Bhavya M Nayak
Date: Wednesday, September 30, 2020

Dear Ms. **Bhavya M Nayak,**

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("**Company**"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, October 6, 2020** . Your work location would be **Bangalore - IBC Knowledgepark / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.

3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre- employment screening activities (including background verification and criminal history check).

4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. **Department, Designation & Reporting Manager:**

Department	: Business Development (51000000)
Designation	: Business Development Trainee - Sales
Reporting Manager	: Rahul Raj (TNL201605108)
Role Location	: Bangalore - IBC Knowledgepark / Bangalore
BDT Training Location	: Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. **Cost to the Company:** Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. **Deductions:** The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

PRINCIPAL
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574

EY
Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Ms Chaitanya A
#43, Ward No.2, New Daroji,
Near Govt High School,
Ballari,
Karnataka - 583129

Contact No: +91 8151079423
Email: chaitanyachowdary687@gmail.com

Dear Chaitanya,

Subject: Appointment in the position of Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your BE by July, 2020. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified BE by July, 2020 your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of Associate Software Engineer in Advisory PI ITA Digital-PI Insurance in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Bangalore office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

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Mijar, MOODBIDRI - 574 225, D.K

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EY Global Delivery Services India LLP
3rd Floor, Tower C
RMZ Infinity, Old Madras Road,
Benniganahalli, K R Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Ms Chanadana R R
#B/2, 1B, Near Residency School,
Virat nagar, Bommanahalli,
Bengaluru,
Karnataka - 560068

Contact No: +91 6360035530
Email: chandanarajappa4@gmail.com

Dear Chanadana R,

Subject: Appointment in the position of Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your BE by July, 2020. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified BE by July, 2020 your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **Advisory PI ITA Digital-PI Insurance** in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

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Mijar, MOODBIDRI - 574 225, D.K

EY Global Delivery Services India Private Limited, a private limited company with registration no. U74999KA2015PTC093752, converted into EY Global Delivery Services India LLP, a limited liability partnership with LLP Identity No. AA[illegible] effective November, 2017. Regd Office: 3rd floor, Tower C, RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram[illegible]

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3. WORKING HOURS:

Your standard working hours will be 45 hours a week.Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

As per our discussion you will report to the Firm on **11 January, 2021** at RMZ Infinity, Tower C, Old Madras Road, Benniganahalli, K.R. Puram, Bangalore - 560016.

Please note that your work location may be different based on the service line you are joining.

5. PROBATION:

You shall be on probation for a period of six months from the date of joining the Firm. Your employment will be deemed confirmed, unless otherwise communicated to you in writing for reasons not limited to performance. During the six months probationary period for matters related to discipline or performance, the Firm reserves the right to take action in accordance to the policy of the Firm.
Please note that a confirmation letter/notification will not be issued to you upon completion of the six month probationary period.

6. ANNUAL FIXED COMPENSATION:

You shall be paid an annual fixed compensation of **INR 3,61,905/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provisions of the Income Tax Act, 1961, and will be paid to you after deduction of income tax and other applicable taxes at source. The annual fixed compensation will be paid to you monthly in arrears. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person within the Firm.

7. TRANSFERABILITY:

Your initial place of posting shall be at SEZ Unit located at Bagmane World Technology Center- SEZ, Coral Building,Doddanekkundi Village,Krishnarajapuram Hobli,Outer Ring Road,Bangalore-560037 . However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by EY on a worldwide basis.

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Annexure B

Name	Chanadana R R	DOJ	11 January, 2021
Designation	Associate Software Engineer	Service Line	Advisory PI ITA Digital-PI Insurance
Rank	44		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

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January 29, 2021

HRD/3T/1000835272/20-21

Mr. Deepak R
25 1St Main,
Mysore Road,
Bengaluru-560026
India

Ph: +91 p-9980469084

Dear Deepak,

Welcome to Infosys!

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

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.29 12:11:26 IST
Reason: Digitally Signed
Location: Bangalore

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

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Akshaya Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225, D.K.

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

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HRD/1000835272/20-21

January 29, 2021

Mr. Deepak R
25 1St Main,
Mysore Road,
Bengaluru-560026
India

Ph: +91 p-9980469084

Dear Deepak,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **24-May-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

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

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Deepak R**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,672
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,322

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Deepak R
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,472
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,322**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

EVRY

EVRY India Pvt. Ltd.
A TietoEVRY Company
CIN: U72200KA2006PTC038899

Jan 21, 2021

Private and Confidential

Dhanalakshmi G
Alva's Institute of Engineering and Technology, Moodabidri

Dear Dhanalakshmi,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY**. You are expected to join on **Feb 1, 2021** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on said date, this offer automatically stands withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. The offer of employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of your employment will cause serious harm to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. Feb 1, 2021),** you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. Feb 1, 2021),** you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the terms of the Offer and the Company shall be entitled to take such measures to enforce its rights at law and in equity.

Working Hours:

. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

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Mijar, MOODABIDRI - 574 2

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

Note:

1. **Gratuity will be paid as per the Gratuity Act - eligible after completion of 5 Years of Service**

EVRY INDIA PRIVATE LIMITED

5TH FLOOR,E-BLOCK, SEZ TOWER E GLOBAL VILLAGE,
MYLASANDRA - PATTANAGERE BANGALORE, BANGALORE - 560059
KARNATAKA

Pay Slip for the month of February 2021
All amounts in INR

Emp Code	: 12082	**Location**	: Bangalore
Emp Name	: Dhanalakshmi G	**Bank/MICR**	:
Department	: C35 PMO	**Bank A/c No.**	: 344001501725 (ICICI BANK LTD)
Grade	: JL14	**Cost Center**	: EVRY India
Gender	: Female	**PAN**	: GNEPD4229P
DOB	: 31 Mar 1999	**PF No.**	:
	DOJ : 01 Feb 2021 **Payable Days** : 28.0	**PF UAN.**	: UANNOTAVBL
		Work Location	: SEZ-Unit2

Earnings

Description	Rate	Monthly	Arrear	Total
BASIC	15000.00	15000.00	0.00	15000.00
HRA	6000.00	6000.00	0.00	6000.00
Statutory Bonus	666.00	666.00	0.00	666.00
Dress Allowance	1500.00	1500.00	0.00	1500.00
Flat Allowance	562.00	562.00	0.00	562.00
Medical Allowance	1250.00	1250.00	0.00	1250.00
GROSS EARNINGS	**24978.00**	**24978.00**	**0.00**	**24978.00**

Deductions

Description	Amount
PF	1800.00
PROF. TAX	200.00
GROSS DEDUCTIONS	**2000.00**

Net Pay : 22978.00 (TWENTY TWO THOUSAND NINE HUNDRED SEVENTY EIGHT ONLY)

Income Tax Worksheet for the Period April 2020 - March 2021

*You have opted for Old Tax Regime

Description	Gross	Exempt	Taxable
BASIC	30000.00	0.00	30000.00
HRA	12000.00	0.00	12000.00
Statutory Bonus	1332.00	0.00	1332.00
Dress Allowance	3000.00	0.00	3000.00
Flat Allowance	1124.00	0.00	1124.00
Medical Allowance	2500.00	0.00	2500.00
Gross	49956.00	0.00	49956.00

Tax Working	
Standard Deduction	50000.00
Previous Employer Taxable Income	0.00
Previous Employer Professional Tax	0
Professional Tax	400
Under Chapter VI-A	3600.00
Any Other Income	0.00
Taxable Income	0.00
Total Tax	0.00
Tax Rebate u/s 87a	0.00
Surcharge	0.00
Tax Due	0.00
Health and Education Cess	0.00
Net Tax	**0.00**
Tax Deducted (Previous Employer)	0.00
Tax Deducted on Perq.	0.00
Tax Deducted on Any Other Income.	0.00
Tax Deducted Till Date	0.00
Tax to be Deducted	0.00
Tax per month	0.00
Tax on Non-Recurring Earnings	0.00
Tax Deduction for this month	**0.00**

Deduction Under Chapter VI-A	
Investments u/s 80C	
Provident Fund	3600.00
Total Investments u/s 80C	**3600.00**
U/S 80C	3600.00
Total Ded Under Chapter VI-A	**3600.00**
Total Any Other Income	

Taxable HRA Calculation(Non-Metro)	
Rent Paid	0.00
From: 01/02/2021	
To: 31/03/2021	
1. Actual HRA	12000.00
2. 40% or 50% of Basic	12000.00
3. Rent - 10% Basic	0.00
Least of above is exempt	0.00
Taxable HRA	12000.00

TDS Deducted Monthly	
Month	**Amount**
February-2021	0.00
Tax Deducted on Perq.	0.00
Total	**0.00**

Disclaimer: This is a system generated payslip, does not require any signature.

DXC.technology

09/02/2020

HEEMA RUBAB

Dear HEEMA RUBAB,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Sep 3, 2020 10:51 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

DXC Technology India Private Limited (formerly known as CSC Technologies India Private Limited)
CIN: U72900TN2015FTC102489
Registered Office:
Unit 13, Block 2, SDF Buildings, MEPZ-SEZ, Tambaram Sanatorium, Chennai (Tamil Nadu) - 600 045.
Ph: +91-44-22628080 / 22623880, Fax: +91-44-22628171
Website: www.dxc.technology

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Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 57

DXC.technology

09/02/2020

HEEMA RUBAB
Farooq Building Mutton Stall,Market Road

Balehonnur, 577112
India

Dear HEEMA RUBAB,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 09/10/2020. Your job level at DXC is 3.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

You are expected to report at Brillant Titanium 4th & 5th floor, Plot no. 9, Scheme 78, Part II, Vijaynagar, Indore, 452010, M.P, at 9:00 AM to complete your joining formalities.

Compensation and Benefits

1.0 Salary
Your Fixed Gross Salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of Incentive Compensation (at an indicative payment of 100%) will be INR 360,000.00

1.1 Basic Pay
You will be eligible for a Basic Pay which will be INR 180,000.00.

1.2 Provident Fund
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.3 Gratuity
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.4 Insurance
Medical Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary or INR 1,000,000 whichever is higher. Group term life insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these insurance benefits forms a part of your compensation.

EVRY India Pvt. Ltd.
A TietoEVRY Company
CIN: U72200KA2006PTC038899

Private and Confidential

Jan 21, 2021

Namratha S Hipparagi
Alva's Institute of Engineering and Technology, Moodabidri

Dear Namratha S Hipparagi,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee (JL14)** with **EVRY**. You are expected to join on **Feb 1, 2021** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on said date, this offer automatically stands withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,30,000/- (Rupees Three Lakhs Thirty Thousand Only)** per annum. CTC breakup is mentioned in **Annexure I**. The offer of employment is subject to the successful completion of Trainee period as determined by your supervisor(s).

You acknowledge that any disruption of your employment will cause serious harm to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. Feb 1, 2021)**, you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. Feb 1, 2021)**, you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the terms of the Offer and the Company shall be entitled to take such measures to enforce its rights at law and in equity.

Working Hours:

. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

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Structure of Fixed Salary

Components	Per Month	Per Annum
Basic*	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Employer's Contribution to ESI	-	-
Flexible Benefit Plan (FBP)	9,978	119,736
A. Total	**27,500**	**330,000**

***(Basic includes 12% of Employee Contribution towards PF)**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Statutory Bonus	666	7,992
Conveyance Allowance	-	-
Medical Reimbursement	1,250	15,000
City Compensatory Allowance	-	-
Dress Maintenance Allowance	1,500	18,000
Food Coupons	-	-
Newspaper/Journal Reimbursement	-	-
Mobile Phone and Internet Bill Reimbursement	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	562	6,744
Total FBP	**9,978**	**119,736**

Note:

1. Gratuity will be paid as per the Gratuity Act - eligible after completion of 5 Years of Service

Sedin Technologies Private Limited

Corporate Office:
#A1/1, 7th Avenue,
Ashok Nagar,
Chennai - 600 083, India
Ph: +91 44 4550 1255 / 4255 0470

Branch Office:
#1, Kamatchipuram 2nd Street,
West Mambalam,
Chennai - 600 033,
India

Branch Office:
579, 9th A Main road,
1st Stage Indira Nagar,
Bangalore - 560038, India.
Ph: +91 80 2521 2129

SE/2021-22/AO/1394

Ms. Navya R **Date: 23/March/2021**
#121, V. Chandrappa Building,
Sri Venkateswara Enterprises, Anugondanahalli,
M.M. Sandra Post, Hoskote taluk, Bengaluru-560067.

Letter of Appointment

Dear Ms. Navya,

Congratulations!

We refer to your application for an employment with our organization and our subsequent discussions for the same.

Based on our discussions, we are happy to make you an offer as **"Junior Software Engineer"** in our Organization at our Chennai office, effective your date of joining on the following terms and conditions:

1. Your date of appointment would be with effect from your date of joining.
2. Your Role / Designation may be changed at the discretion of the Organization depending on the work assigned to you.
3. You will be under Probation Period for a period of Six months from your date of joining. On completion of six months from the date of joining an assessment would be carried out by your immediate Supervisor / Manager for confirmation on the roles of the Company. The probation period may get extended, in case of performance not found satisfied.
4. You will be paid a Basic Salary of Rs. 8333/- per month
5. You will be paid a House Rent Allowance of Rs. 4167/- per month.
6. You will be paid a Conveyance Allowance of Rs. 1600/- per month.
7. You will be eligible for Allowances* of Rs. 4483/- per month. (*Break ups given in annexure)
8. Based on satisfactory performance your CTC will be revised to **Rs.300000/-** effective from **October 2021**.

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Mijar, MOODBIDRI - 574

Compensation Calculation Sheet

Name of the candidate: **Ms. Navya R**

Designation offered : **Junior Software Engineer**

Base Station : **Chennai**

Offer Date : **23-March-2021**

Sl. #	Components	Rs.
I	**Monthly Components**	
1.	Basic	8333
2.	HRA	4167
3.	Conveyance	1600
4.	Medical Allowances	1250
5	Special Allowances	4483
	MONTHLY TOTAL (I)	19833
II	Annual Components (Computed on a monthly basis)	
1.	PF [Employer Contribution]	1000
	Annual Component Total (II)	1000
	Cost to the Company (PA) [Total (I) + (II)] x 12 months	**250000**

- All Tax liabilities arising out of this Compensation will be borne by you and make a note that it is your responsibility to plan for the same.

Applicant Signature

Compensation Calculation Sheet

Name of the candidate: **Ms. Nayva R**

Designation offered : **Junior Software Engineer**

Base Station : **Chennai**

Offer Date : **01-October-2021**

Sl. #	Components	Rs.
I	**Monthly Components**	
1.	Basic	10000
2.	HRA	5000
3.	Conveyance	1600
4.	Medical Allowances	1250
5	Special Allowances	5950
	MONTHLY TOTAL (I)	23800
II	Annual Components (Computed on a monthly basis)	
1.	PF [Employer Contribution]	1200
	Annual Component Total (II)	1200
	Cost to the Company (PA) [Total (I) + (II)] x 12 months	**300000**

- All Tax liabilities arising out of this Compensation will be borne by you and make a note that it is your responsibility to plan for the same.

Applicant Signature

[24]7

Dear NAYANA SHREE K S

Sub: **Conditional Offer of Employment**

Congratulations!

You have been shortlisted to join 24/7 Customer Private limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row.

We are pleased to offer you the position of **"Advisor"** in 24/7 Customer. The following are the terms of employment with 24/7 Customer.

1. Your initial annual Cost to Company will be Rs 2,61,000/-. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We shall provide you a separate Letter of Appointment on the date of your joining.
4. You will report for the joining and orientation at our office as per the communication received from the HR team.
5. Upon joining, you will be provided with Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay your monthly compensation retrospectively from the date of joining the Company. It is hereby clarified that your entitlement of your monthly compensation (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request your trainer who shall consider such requests on a case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility if qualified will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining JUNE for the purpose of submission/verification:

- Five passport size color photographs (important)
- Date of Birth proof certificate (Original and Photocopy)
- Aadhaar Card (Original and Photocopy)
- Graduation mark sheets till last semester including final semester admit card (Original and photocopy)
- High school and secondary school pass out mark sheets/certificates (Original and Photocopy)
- Previous Employment details if any (Service Certificate/ Relieving Letter if applicable in original)
- Last drawn Pay slip (if applicable in original)
- Passport No. / Driver's license No. / Bank Account No. (Original and Photocopy)

NOTE: ORIGINAL DOCUMENTS WILL BE RETURNED TO THE EMPLOYEE IMMEDIATELY AFTER BEING VERIFIED AGAINST THE COPIES WHICH SHALL BE ATTESTED.

If you have any queries pertaining to this offer letter please call us at +91 9972927247.

Please sign this Offer in the place allotted for the same as your acknowledgement to join the company on the communicated date failing which this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer.

With Best Wishes,

Sushmita Malik
Vice President HR

I accept your offer.
Signature of the candidate

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

EY
Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

24 March, 2021

Mr Niranjan S J
Salumara, Goni Beedu,
Mudigere,
Chickamagaluru,
Karnataka - 577132

Contact No: +91 6363369055
Email: niranjangowda0902@gmail.com

Dear **Niranjan,**

Subject: Appointment in the position of
Tax Analyst

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before June 2020
In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before June 2020 this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. POSITION:

You will be appointed in the position of **Tax Analyst** in Indirect Tax Customs in the Firm. Your Rank will be **44.** While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters

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This file is signed using Digital Signature

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Annexure B

Name	Niranjan S J	DOJ	12 April, 2021
Designation	Tax Analyst	Service Line	Indirect Tax Customs
Rank	44		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		15,461
Gratuity 4		6,963
Total of Benefits		22,424

This file is signed using Digital Signature.

Rave Technologies

A Northgate Public Services Company

October 23, 2020

To: **Davis Shashikant Patel**
Bldg.1/14,Tata Power House,
Borivali (East), Mumbai - 400066

Sub: Letter of Offer for Employment

Dear Davis,

We are pleased to offer you the position of Associate Configuration Analyst at Rave.

We would like you to join not later than October 27, 2020 unless the date is extended to a mutually agreed date and communicated to you in writing.

Your Annual Total Employment Cost to the Company will be Rs.3,80,000/- (CTC in words rupees). A formal Appointment letter detailing the compensation and other terms & conditions will be issued on joining.

You will be under training for 6 – 8 weeks. Your performance will be reviewed after six months from training.

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

Your employment as per this offer is subject to you being medically fit. In this regard a medical declaration form is attached, which needs to be filled and certified by a medical practitioner. This needs to be submitted while joining Rave.

Please sign and return the duplicate copy of this letter as your acceptance to Rave.

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

Thanking You,
Yours sincerely,

Shradha Sule

Head of Recruitment

ACCEPTANCE OF OFFER FOR EMPLOYMENT
I accept this offer and will join

On : _____

Signed : _____

DXC.technology

16 Jun, 2020

Prajna Salian

Dear Prajna,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E–sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 18, 2020 13:53 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

PRINCIPAL
Sive's Institute of Engg. & Technology,
Mijar, MOODBIDRI - 574 225, D.K.

DXC.technology

16 Jun, 2020

Prajna Salian
Kodange house, Kodangallu Post

Moodbidri, 574197
India

Dear Prajna,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 25 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00 .

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:

DXC.technology

12 Aug, 2020

Meghana C

Dear Meghana,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E−sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Aug 18, 2020 16:59 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

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

DXC.technology

12 Aug, 2020

Meghana C
Madhavnagar

BIDAR, 585402
India

Dear Meghana,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 27 Aug, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

Your appointment with DXC is on the following terms and conditions:

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary

You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund



TATA

Offer: Computer Consultancy
Ref: TCSL/DT20195291455/Bangalore
Date: 16/02/2021

Mr. Rahul Jattennavar
#5, 5th Cross, 1st Main Nanjarasappa LayoutCanara Bank Colony,
Chandra Layout,
Bangalore-560040,
Karnataka.
Tel# 91-8951763672

Dear Rahul Jattennavar,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

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

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Alvas Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 22

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

TATA

GROSS SALARY SHEET

Annexure 1

Name	Rahul Jattennavar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877

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

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

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

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

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

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

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

DXC.technology

5 Jun, 2020

RAJESHWARI SAVAKAR

Dear RAJESHWARI,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 13, 2020 00:44 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

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

DXC.technology

5 Jun, 2020

RAJESHWARI SAVAKAR
D/o shavakka Savakar A/p kataraki

Bagalkot, 587116
India

Dear RAJESHWARI,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 11 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

DXC.technology

6. Food Coupon Vouchers (Such vouchers are to be used for food expenses incurred at hotels/ restaurants during the course of the workday)
Maximum Limit: Rs.26,400
Supporting Documentation: As per program guidelines

7. Bonus/Exgratia – For those earning basic salary up to Rs. 21, 000/–pm, advance Bonus is paid towards payment of bonus, payable under the Payment of Bonus Act, 1965.

8. Transport Allowance through Payroll – Balance of the above items paid with the Salary after appropriate tax deductions at the end of the year
Maximum Limit: 100% of FBP Declaration

9. Telephone Reimbursement: Telephone and/or Broadband expenses up to INR 1,500 per month
Maximum Limit: INR 18,000 per annum
Supporting Documentation: Declaration and submission of receipts

* Employees are liable to provide proof in the event of an evaluation by Income tax authorities
* Employees can purchase a vehicle with max ex–showroom price + Accessories of INR 9,00,000. The tenure of the lease is 3 years. Please refer to the policy for more details.

Guidelines governing Flexible Benefits Plan (FBP)

1. Employees will be eligible to select a package of benefits for one year from the menu of benefits annexed to this scheme. The selection of benefits must be done and communicated to the Payroll group. All new employees are expected to do the same within two weeks of joining the company.

2. The year for the purpose of this plan will be 1st April to 31st March.

3. The menu of benefits finalized cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
a) Transfer of the employee from one city to another.
b) Change of grade/level.
c) Change of residential accommodation.
d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children and parents

4. While selection of the menu of benefits and spending the same, the employee must ensure that he/ she should not draw more than:
a) 25% of the annual kitty in Q1
b) 25% of the annual kitty in Q2 & balance of Q1, if any
c) 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
d) 25% of the annual kitty in Q4 & balance of Q1,Q2,Q3, if any

For the purposes of the plan, the quarters will be as follows:
a) Q1 – April, May, June
b) Q2 – July, August, September
c) Q3 – October, November, December
d) Q4 – January, February, March

Any unutilized amount in the kitty as on 31st March will be paid along with the April salary and tax

SLK Software Services Pvt. Ltd.,
SLK Green Part, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural – 562 110, India.
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921

Date: **02-24-2020**

Dear **Ramanath Naik,**

Congratulations!! We welcome you to join the team having vision to excel.

We have pleasure in offering to hire you to the position of a "**Trainee**", **Grade T1** Subject to the terms of this offer.
Your annual compensation (CTC) will be as given below.

- INR 320,000 (Three Lakh Twenty Thousand Only) per annum.
- Your compensation will be reviewed after 12 months completion of your joining, based on your performance.

SLK reserves the right, at its sole discretion, to appoint you either at the parent SLK Software or its subsidiary VFI SLK Global. You will be informed on the specific entity that you will be appointed for and an offer letter for the same will be issued with the terms and conditions prior to your joining date, subject to you meeting your obligations herein agreed.

This offer is conditional and subject to the following terms and conditions:

- Evidence and confirmation on successful completion of degree
- Satisfactory verification of your identity, address, previous employment/(s) and education qualification
- Satisfactory clearing certain medical tests at medical laboratory identified by SLK. Details of medical test and medical laboratory details will be mailed to you along with joining date confirmation letter
- Signing an agreement to serve the company for a period of 2 years from the date of joining.

The exact date of joining will be communicated to you at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

N Sangeetha Ponnappa (Associate Vice President – HRM)

Encl. 1. List of documents required at the time of joining

I agree and accept the terms and conditions of my prospective employment as mentioned above.

Signature: _____ Date: _____

Candidate Name

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Mijar, MOODBIDRI - 574 225, D.K

ALVA'S Education Foundation

Aneesh Jain <aneeshjain@aiet.org.in>

Call letter

1 message

Rashmi basavaraju <rashmibasavaraju86@gmail.com> Fri, Jun 11, 2021 at 1:00 PM
To: aneeshjain@aiet.org.in

---------- Forwarded message ---------
From: **IBM University Talent Acquisition** <ibmglobal@yello.co>
Date: Tue, Jun 8, 2021, 12:28 PM
Subject: Reference to your Candidature with IBM - 6091734
To: <rashmibasavaraju86@gmail.com>

Dear Rashmi KB,

Thank you for participating in our virtual campus selection process. After you have provided other information, (including supporting documents) and provided you have successfully met our other hiring requirements, we intend to initiate our normal pre-recruitment processes (including a background check & pre-screening, as applicable). Alternatively, you can track the status of your candidature on the Candidate Portal you have registered on.
URL- https://ibm.biz/BdHqNt

Please note that our offer shall be contingent upon satisfactory completion of reference and background check including verification of your application materials, education, and employment history.
In the interim, I urge you to invest the time in learning new age technologies and improve your programming skills which will help you in your professional career.

Please do explore learning's basis your interest on the IBM skills gateway and stay tuned to hear more from us to help with your learning journey: https://www.ibm.com/academic/home

For any queries, feel free to write to eschoolhiring@in.ibm.com

And alternately, you can reach the following for any Additional queries

Primary Contact:adyasha.sahu@in.ibm.com
Secondary Contact:abelagum@in.ibm.com

Thanks and Regards,
University Talent Acquisition
IBM India Private Limited

Follow IBM India Recruitment on social media. Stay Connected!
Stay Alert!

Beware of misleading advertisements and fraudsters issuing 'Offer Letters', on behalf of IBM in exchange for a fee. We recommend you to 'Stay Alert!'- Read more here http://ibm.co/2fwBkyK. To avoid any instance of fraud, when receiving communication from IBM, look for our authentic IBM e-mail format: XYZ@in.ibm.com.

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Mijar, MOODBIDRI - 574 225.

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HRD/3T/1000835298/20-21

January 28, 2021

Ms. Raziya Banu
Market Road,
Balehonnur,
Balehonnur-577112
India

Ph: +91-9482113660

Dear Raziya,

Welcome to Infosys!

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

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

arm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.28 17:17:56 IST
Reason: Digitally Signed
Location: Bangalore

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

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Mijar, MOODBIDRI - 574 225, D.K

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

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HRD/1000835298/20-21

January 28, 2021

Ms. Raziya Banu
Market Road,
Balehonnur,
Balehonnur-577112
India

Ph: +91-9482113660

Dear Raziya,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **26-Apr-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

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

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Raziya Banu**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

SLK Software Pvt. Ltd.,

"SLK Green Park", SEZ UNIT – II, 4th, 5th, 6th & 7th Floor, Tower A,

Amin Properties LLP SEZ, Sy No 19, 20, 20/1,

Pujanahalli Village, Devanahalli Taluk, Bangalore Rural - 562 110, Karnataka (India).

Tel: +91 80 4180 5721/ 6690 4721, +91 80 4050 1921.

SLK85218

Private and Confidential

Date:02/07/2021
Mr./Ms. Rohini Halloli
WARD NO 28 DURADI GALLI
Bagalkot - 587314

We are delighted to welcome YOU to an organization with the Freedom to Succeed. You will be an integral part of a high energy & dynamic work environment. We believe in deep & enduring relationships and welcome you to excel, learn, grow and build an enriching & rewarding career with us. The following points outline the offer details.

1. **Training & Probation**: You will be on training & probation for initial period of **12** months from the date of joining.
2. **Offer Details**: We are pleased to offer you the position of **"Trainee - Software",** Grade **T1**. Your total Cost to Company(CTC) inclusive of all benefits is **INR 320,000.00/- (Rupees Three Lakh Twenty Thousand Only)**per annum. This is subject to deduction of tax at source, in accordance with the prevailing IT laws. Your compensation details are detailed in Annexure 1.
3. **Training Agreement**: You are required to sign an agreement to serve the company for a minimum period of **2** years from the date of joining.
4. **Offer Validity**: This offer is valid till **02/11/2021.** Kindly ensure that you confirm your acceptance of the offer in writing, on or before **02/09/2021**. The offer stands null and void thereafter, unless the offer acceptance date is extended and communicated to you in writing. This offer supersedes all prior communication, written and oral.
5. **Offer Conditions**: This offer and your subsequent employment is subject to your successful completion of Background check as detailed in the attached Terms and Conditions document.
6. **Date of Joining**: Your tentative date of joining is **02/11/2021.**
7. **Location**: Your work location will be **Bangalore, India**.
   Please refer to the enclosed document on "Terms & Conditions of Employment", applicable upon your employment. Please Sign and handover the copy along with this offer letter. We wish you a long & successful tenure with us and looking forward to working with you.

Best regards,

N. Sangeetha Ponnappa

N Sangeetha Ponnappa (AVP - HRM)

Date:02/07/2021

Rohini Halloli

Date:02/07/2021

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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K R Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

08 April, 2021

Mr Samarth N Jain
Door No 528, 4th Main Road,
Havanoor Extn, Opp to Ganesha Temple,
Bangalore,
Karnataka - 560073

Contact No: +91 9886119709
Email: samarthnjain.jain@gmail.com

Dear **Samarth**,

Subject: Appointment in the position of
Analyst

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before September 2020
In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before September 2020 this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. POSITION:

You will be appointed in the position of **Analyst** in Consulting in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters

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This file is signed using Digital Signature

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Annexure B

Name	**Samarth N Jain**	**DOJ**	**19 April, 2021**
Designation	**Analyst**	**Service Line**	**Consulting**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		15,461
Gratuity 4		6,963
Total of Benefits		**22,424**

This file is signed using Digital Signature.

Prasanna™
Technology for better governance

Date: 05/10/2020

Mr. Sharath Raj
Shivamogga Road
Hosanagara
Hosanagara Taluk
Shivamogga-577418
9900655212

Dear Mr. Sharath Raj,

Sub: JOB OFFER

Prasanna Technologies Pvt Ltd. is pleased to offer you a job as a Trainee Process Associate with A2 Band. Your principal location of employment will be at Mangalore. We trust that your knowledge, skills and experience will be among our most valuable assets.

Should you accept this job offer as per company policy you will be eligible to receive the following beginning on your hire date.

- **Salary:** Annual CTC starting salary of 1,87,333 /- paid in monthly installments credited directly to your account.

To accept or decline this job offer on the date of joining 7 October 2020, sign and date this job offer letter indicated below and handover the letter at our office on or before 7 October 2020 along with the other documents.

- **WORKING CONDITIONS AND HOURS**

Working conditions are normal for an office environment. Work requires extensive work using a computer. Responsibilities may require evening and weekend work in response to needs of the systems being supported. The responsibilities of your position may necessitate longer working hours for which there will be no overtime compensation. Reporting time to the office will be 9.00 am. The hours of work will be subject to work requirements . Reporting late to work will be treated as a half worked day. A normal work week will incorporate **six** days as scheduled by the Company. The responsibilities of your position may necessitate rescheduling or change in the working hours for which you are required to adhere without demur.

- **TERMINATION**

This agreement will be for a period of One year from the date of execution and will be automatically deemed renewed for subsequent year. Your employment with the Company may be terminated any time. In the event of your dishonesty and willful conduct, poor performance or breach of the conditions containing herein, the Company shall have the right to terminate your employment immediately and in which case, the Company shall only be liable for payment to you of salary up to the date of your termination and for no other payments or benefits whatsoever.

Casual leave or any other pending leaves cannot be availed after submission of **resignation** i.e. during the notice period.

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Mijar, MOODBIDRI - 5

We at Prasanna Technologies Pvt Ltd. hope that you will accept this job offer and look forward to welcoming you aboard. Feel free to call me if you have questions or concerns.

Sincerely,
For Prasanna Technologies Pvt Ltd,

Authorized Signatory

Accept Job Offer
I, Mr. Sharath Raj accept the job offer of Traniee Process Associate by Prasanna Technologies Pvt Ltd.

Signature:_____ Date:_____

Decline Job Offer
I, Mr. Sharath Raj decline the job offer of Traniee Process Associate by Prasanna Technologies Pvt Ltd.

Signature:_____ Date:_____

Salary Break Up

Earnings	
Basic	5616
DA	2808
HRA	2247
Conveyance	842
Education Allowance	200
Special Allowance	471
Mediclaim (Variable Depending on age)	-
Medical Allowance	1250
Vehicle Running Allowance	-
Driver	-
Monthly Gross Salary	***13435***

Provident Fund - Employer	1156
ESI - Employer	437
Employee Welfare/ Bonus	583
Cost to Company	***15611***

Deduction from Gross Salary

Provident Fund - Employee	1068
ESI - Employee	101
Mediclaim	-
Professional Tax	-
NET PAY	***12267****

*** Net pay is only indicative, it may slightly vary.**

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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Ms Shilpa N
#277, Guttepalya, B Venkata reddy,
Jayanagar, 1st Block, Near Ram Mandir,
Bengaluru,
Karnataka - 560011

Contact No: +91 9008426209
Email: shilpa.ningalah21@gmail.com

Dear Shilpa,

Subject: Appointment in the position of Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **ADV PI-DigiNonfs-Campus GDS** in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

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Mijar, MOODBIDRI - 571 [illegible]

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Tech Mahindra

Ref: 826315/1929776/ELTP

26-AUG-2021

Mr. Sooraj Kulal
Udupi (Kar) - 576113
Mobile: 9740830941

Subject: Offer of Appointment

Dear **Mr. Sooraj Kulal**

It is our pleasure to welcome you to **Tech Mahindra Limited.**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme.**

2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called **"Entry Level Integrated Training and Enablement"(ELITE)** will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.

4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only).** Please refer **Annexure B** for details on the compensation and statutory deductions.

5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

6. This offer is valid subject to your fulfilling the following:-

   - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
   - Meeting the set eligibility criteria at the end of your academic course
   - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
   - Submission of all necessary legal documentation pertaining to your employment.

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Alva's Institute of E...

Great Place To Work. Certified
More reasons to #lovetobeTechM

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7911

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Tech Mahindra

ANNEXURE - A

NAME	**Mr Sooraj Kulal**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67541
HRA (@50% OF BASIC)	33771
BONUS / STATUTORY BONUS	24000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8105
FLEXIBLE COMPONENTS OF TFP	91718
TOTAL FIXED PAY..... (A)	**225135**
TOTAL VARIABLE PAY (TVP)..... (B)	**25015**
ADDITIONAL BENEFITS..... (C)	**9850**
GRATUITY	3249
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**260000**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** , 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.

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)

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More reasons to #lovetobeTechM

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Tech Mahindra

ANNEXURE - B

NAME	**Mr Sooraj Kulal**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	848€
HRA (@50% OF BASIC)	424З
BONUS / STATUTORY BONUS	240С
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	101Ɛ
FLEXIBLE COMPONENTS OF TFP	1214С
TOTAL FIXED PAY.....(A)	**28288**
TOTAL VARIABLE PAY (TVP)..... (B)	**3143**
ADDITIONAL BENEFITS..... (C)	**106Ɛ**
GRATUITY	40Ɛ
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	66С
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**32500**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** 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

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)

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Maintec

Maintec Technologies Pvt. Ltd.,
#3M-215, East of NGEF,Outer Ring Road,
Kasturi Nagar, Bangalore - 560043, India.
Tel : 080-42718000,080-25071950
www.maintec.com
CIN : U72200KA1997PTC023121
GST No. : 29AABCM3607P1Z3

Doc #: EMP/OL/SS/20052021/18
May 20, 2021
Mr. Suraj S,
Bangalore

Dear Suraj S,

We are happy to offer you the position of **Technical Support Engineer L1** in our Company. Your initial place of work will be at **"Bangalore / Chennai / Noida"**. However, you may be requested to relocate anywhere in India as per the Client's requirement anytime. From time to time, you may also be required to travel based on the requirement from prospective Clients all over India and overseas as well. At the time of joining, you are requested to bring copies of the following documents for our records: At the time of joining, you are requested to bring copies of the following documents for our records:

1. Offer Letter/Relieving order/from your present employer.
2. Certificates in support of your qualification (including degree certificates and final mark/grade sheets), experience and emoluments.
3. Salary certificate from your present employer.
4. Four passport size photographs.
5. Relevant pages of your Passport.
6. Address proof (Election ID/Driving License)
7. Two reference letters.

Your Annual CTC would be Rs.**2,22,000**/-per annum (**Rupees Two Lakh Twenty Two Thousand only**) exclusive of the additional reimbursement provided in the covering Letter and applicable Tax will be deducted. Your appointment shall be continued based upon your overall performance and successful completion of the initial period of Six months from the date of joining. Your initial core focus shall be mainly on DC- Ops, SDM, Networking and other areas of services that Maintec /its Client offers from time to time.

Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence on the assignment **May 17, 2021** or any other date which may be decided as per mutual discussion.

Your appointment would be deemed terminated by both the parties in the event of termination of work order by Maintec'sClient. If either party wishes to end the contract, a notice period of not less than **30** days indicating the same shall have to be provided by the same party in writing.

Please sign on the copy of this letter as a token of acceptance of this offer. Please address any inquiries to the HR team of Maintec that you may have in connection with your proposed assignment.
Sincerely
For Maintec Technologies Pvt. Ltd,

Malathi Krishnan
HR Manager

I accept the assignment on the above-mentioned terms and conditions and I will report to duty on May 17, 2021 or any other date which may be decided as per mutual discussion.

Employee's Signature: _____

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

** UPC symbol is unique to each document and cannot be copied or duplicated **

Skills

OFFER LETTER

Bangalore, 8th November 2021

Ms. Tanuja D ,

Consequent to interviews and subsequent discussion with us we are pleased to offer you a position as **Software Tester** with **Skills Outsource think Pvt ltd.** Your employment will commence from **15th November 2021** on the following terms and conditions.

COMPENSATION

Your "Annual Compensation" deal is attached in Annexure A and will be subject to deduction of tax at source in accordance with the prevailing laws. However, the structure of your compensation plan may be altered / modified at the discretion of the company from time to time in accordance with its compensation policy and practices.

ABOUT SKILLS OUTSOURCE THINK

Skills Outsource Think is specialized in PHP web developments. Skills agency is providing web development and support for Websites and Web Applications. We are working for International clients located all over the world, offering outsourcing and off-shoring solutions.

HOURS OF WORK

The normal working days are Monday to Friday (5 days a week).The working hours will be from **10.30 am to 7.30 pm** (9 hours including lunch break), and if necessary for additional hours depending on your responsibilities

PROBATION PERIOD

You will be on Probation for a Period of 2 months from the date of your joining the Company. Extension of the probation period, confirmation of employment and termination of services will be strictly based on performance and at the sole discretion of the Management.

ACCEPTANCE OF OFFER LETTER

You shall notify your acceptance of this offer within 2 calendar days of the date of issue of this letter failing which the letter of offer will be withdrawn and cancelled automatically without any further communication in this regard.

BACKGROUND CHECK

As part of the joining formalities, the company will conduct background checks to validate the details of education as well as previous employment details furnished by you. You are expected to extend your full cooperation during such verification. In the event of information provided by you being false or misleading to any manner, the company shall be at liberty to terminate your employment with or without notice and reserves the right to deny or withhold salary payable in lieu of notice period.

Leave

Your Employement as Software Tester will have a total of 8 days of Casual/ Sick leave and 12 days of Earned leave per calendar year with 12 days of declared public holiday.

PRINCIPAL
Alva's Institute of Engg. & Tech
Mijar, MOODBIDRI - 574 2

Skills

ANNEXURE A

The Software Tester shall be paid a **CTC** of **INR 3, 12,000/-** (Rupees Three lakh twelve thousand only) per annum. Less all appropriate withholdings required by law. The CTC shall be reviewed annually by the Company in accordance with its internal policies in effect from time to time.

Particulars	Monthly	Annually
Basic	15,200	182,400
HRA	3,800	45,600
Statutory Bonus	1,025	12,300
Performance Pay	3,000	36,000
Other variable	175	2,100
Total Gross	**23,200**	**278,400**
Employer Contribution of PF	1,800	21,600
Attendance Bonus		12,000
TOTAL CTC	**25,000**	**312,000**

Notes:

** Standard Deduction of PF, PT, and Income tax is applicable on Gross Salary

Your take home in hand salary will be **INR. 21, 200/- after PF & PT deduction

** You are also eligible for Medical Insurance – Yearly, Annual bonus – Yearly, Team Performance bonus – Monthly (not included in the above CTC) & are as per the performance of the team / company applicable after your probation period.

** Attendance bonus of **INR. 6,000/-** is paid every Half Yearly based on the policy on leave consumption.

Reporting office Address
#621, 2nd floor, 1st stage, 2nd main road
Indiranagar, Bangalore - 560038

Documents required before joining:

1. Photocopies of your Educational Certificates.
2. 2 Passport sized Photograph.
3. Photocopy of Pan Card.
4. Photocopy of Address Proof.
5. Previous employment documents (Relieving Letter/ Pay slips)

Yours Sincerely,

For Skills Outsource Think Pvt. Ltd.
Husna Kouser
Senior Manager – HR / Director

Tecnotree

Offer of Appointment – Tecnotree Convergence Private Limited

Ref: TT/OA/2021/960

January 18, 2021

V K Moksha
Bangalore.

Dear **Moksha,**

Congratulations! We are delighted to inform that you have been selected for employment in our organization as a **Graduate Engineer Trainee.** You will be positioned at job level **L075.**

At Tecnotree, the coming year of transformation and growth will call for agile thinking and being creative in finding solutions to challenges. We are sure, you will take lead and contribute in the digital transformation that Tecnotree is driving across the telecom ecosystem.

We thank you and appreciate your decision to join Tecnotree Convergence Pvt Ltd. You are requested to contact **Nazeer Basha P** at the following address to take up your assignment latest by **January 21, 2021** not later 10.00 am.

Tecnotree Convergence Private Limited,
Tower B, 5th Floor, Phase 2, No. 3,
RMZ Infinity, Old Madra Road, Benniganahalli, Bangalore (East), Pin – 560 016.

Your compensation is outlined in Annexure I. The Flexi Benefit Plan is detailed in Annexture II. The standard terms and conditions governing your employment are available in Annexure III.

On the date of your joining, you are requested to produce original documents for reference and photocopies of the original documents as listed in Annexure IV. It is mandatory to submit all the required documents to initiate joining, background verification / validation and appointment process in Tecnotree.

The validity of this offer is close of business on **January 19, 2021.** As a token of acceptance of this offer, please sign and return a copy of this letter and annexure to the above given concerned and address at the earliest. You may also accept the offer and its terms and condition through an email to Saadhvi Shekaripuram Maya (Saadhvi.Maya@tecnotree.com)

We are excited and looking forward to have a fruitful association with you and assure you a challenging career ahead.

Welcome aboard!

For Tecnotree Convergence Private Limited,

Anil Peter Monteiro
Vice President
People and Academy

Tecnotree Convergence Private Limited
No. 652/2, B-Block, 1st Floor, Level 03, Bagmane TRIDIB,
Bagmane Teck Park, C V Raman Nagar, Byrasandra,
Bangalore–560093 India.
Tel +91-80-4014 0600.

PRINCIPAL
[illegible]'s Institute of Engg. & Technology
[illegible] SHIMOGA DIST - 574 225, [illegible]

ecnotree

Annexure – I

Salary Break up of V K Moksha

Salary Structure	Monthly (₹)	ANNUAL (₹)
Fixed		
Basic	15,100	181,200
House Rent Allowance	6,040	72,480
Flexible Benefit Plan	5,488	65,860
Base Pay	**26,628**	**319,540**
Retiral Benefits		
Provident Fund (12% of Basic)	1,812	21,744
Gratuity (4.81% of Basic)	726	8,716
Total Retirals	**2,538**	**30,460**
Total Fixed Pay		**350,000**
COST TO COMPANY		**350,000**

- All figures are in INR (Indian National Rupees)
- In addition, you will be eligible to receive:
  - Group Mediclaim Insurance for self and family
  - Personal Accident Insurance
  - Group Term Life Insurance equivalent to 2 times your Annual Total Fixed Pay
  - Gratuity as per Gratuity Act 1972
  - Statutory Bonus as per the Payment of Bonus Act 1965

Anil Peter Monteiro
Vice President
People and Academy

Tecnotree Convergence Private Limited
No. 652/2, B-Block, 1st Floor, Level 03, Bagmane TRIDIB,
Bagmane Teck Park, C V Raman Nagar, Byrasandra,
Bangalore–560093 India.
Tel +91-80-4014 0600.

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Annexure - V

V K Moksha

Dear **Moksha,**

In addition to the CTC, you will be entitled to a one-time bonus of **INR 50,000/- (Indian National Rupees Fifty Thousand Only)** on the successful completion of your probation.

This bonus will be paid to you along with the salary of the immediate next month, post your confirmation and will be subject to income tax, as applicable. You will need to be on the rolls of the company on the day of this payout.

This amount of INR 50,000/- will be added to your CTC from the beginning of the 2nd year at Tecnotree.

Best wishes,

For Tecnotree Convergence Private Limited

Anil Peter Monteiro
Vice President
People and Academy

I have read the content and hereby accept all the terms and conditions of this annexure.

Candidate's Name: **Date:**

Signature

Tecnotree Convergence Private Limited
No. 652/2, B-Block, 1st Floor, Level 03, Bagmane TRIDIB,
Bagmane Teck Park, C V Raman Nagar, Byrasandra,
Bangalore–560093 India.
Tel +91-80-4014 0600.



V K Moksha

BLR2805

2021

DXC.technology

28 May, 2020

veronica gudagur

Dear veronica,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E–sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 3, 2020 23:27 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

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

DXC.technology

28 May, 2020

veronica gudagur
motebennur byadgi

haveri, 581198
India

Dear veronica,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 11 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

Offer: Computer Consultancy
Ref: TCSL/DT20195290802/Bangalore
Date: 13/09/2019

Mr. Vivek Bharadwaj
Alva'S Institute Of Engineering And Technology,
Opp. To Ramakrishna Restaurant, Mijar,
Moodbidri-574225,
Karnataka.
Tel# 91-8105511079

Dear Vivek Bharadwaj,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

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Mijar, MOODBIDRI - 574 225, D.K

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



GROSS SALARY SHEET

Annexure 1

Name	Vivek Bharadwaj
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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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Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

Annexure C

Relocation allowance / benefit recovery letter

22 June, 2020

Mr Viveka
3- 28, " Shanubhogara Mane" , ,
Neere , Badamikkatte, Ballur, Karkala,
Karnataka,
Karnataka - 574102

Contact No: +91 9632503080
Email: vivekbhat04@gmail.com

Dear **Viveka,**
As agreed during our discussion, you will join us on **11 January, 2021** & your initial place of posting will be **BLR CORAL/EYGDS/SEZ.** We will support you with relocation to **BLR CORAL/EYGDS/SEZ.** This is to ensure that you can commence your employment with GDS India with minimum disruption to personal life & claim reimbursement of expenses, as applicable, attributable to the relocation.

In the event of you deciding to leave the Firm or are terminated from the services of Firm before completion of 1 year with the Firm, from the date of your joining, then the amount paid towards the following will be recovered in full ;

- Interim living (accommodation), if any
- Transportation of goods & Travel, if any
- Relocation allowance, if any

Yours faithfully,

for EY Global Delivery Services India LLP
Signature Not Verified
Signed by : KABITA PAUL
Date : 23-Jun-2020 14:00:27
Location : Gurugram

Authorized Signatory

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

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EY Global Delivery Services India LLP
3rd Floor, Tower 'C'
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

9 July 2020

Ms Yashaswini C
#53, Police Station Street
Holehonnur Karnataka
Karnataka 577227
+91 9972442990
yashuc99@gmail.com

Dear Yashaswini,

This is with reference to your employment offer for the position of Associate Consultant 1 (the "Offer Letter") with EY Global Delivery Services India LLP (hereinafter referred to as the "Firm").

Please note that pursuant to the changes in the Firm, there is an amendment to the Service Line name.

The clause under "Position:" is revised as below:

You will be appointed in the position of Associate Consultant 1 in Consulting in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Bangalore office.

Other references in Annexure B with respect to Service Line name would be changed too.

This letter amends the Offer Letter only to the extent described above, and all other terms of the Offer Letter, including your compensation structure, remains unchanged.

Yours sincerely,

For EY Global Delivery Services India LLP

Signature Not Verified
Signed by : KABITA PAUL
Date : 09-Jul-2020 12:56:59
Location : Gurugram

Authorized Signatory

wipro

APPOINTMENT LETTER

11 Jun, 2020

Dear **Yogyashree S**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.06.11 17:18:27 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

9389133

ANNEXURE III

SALARY OFFER SHEET

Name : **Yogyashree S** **Career Group: TRB – II**

Position : **Project Engineer**

You shall receive salary as detailed below.

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

31 January, 2020

Ms Chesmi B R
#2394/A, 13th Main Road,
1st Stage, Kumarswamy Layout,
Bangalore,
Karnataka - 560078

Contact No: 9972589792
Email: chesmibramesh@gmail.com

Dear **Chesmi,**

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered the position of **Associate Software Engineer** in **Advisory** in EY Global Delivery Services India LLP.

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.3,61,905/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 30 September. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of **BE/B Tech exams by July 2020.**

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

This file is signed using Digital Signature.

Gmail

Bhargavi KV <kvbhargavi25@gmail.com>

Fwd: EY GDS | Final Results

1 message

Alva's Placement Cell <placement.alvas@gmail.com>
To: kvbhargavi25@gmail.com

Wed, May 12, 2021 at 3:48 PM

Thanks and Regards,
Placement Team
Alva's Education Foundation
Moobidri, Mangalore, Karnataka
Web : www.aiet.org.in

Zoom out to get a better view if you're reading this newsletter from a smartphone

EY Building a better working world

Welcome to EY GDS

September 2019



Dear Team,

Thank you for your contributions towards strengthening EY Global Delivery Services' (GDS) partnership with **Alva's Institute of Engineering and Technology**. It has been a pleasure reaching out to the extremely talented students from your college. We are pleased to offer **26** students a position at EY GDS.

Attaching the students list for your reference.

Thank you,

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

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The information contained in this communication is intended solely for the use of the individual or entity to whom it is addressed and others authorized to receive it. It may contain confidential or legally privileged information. If you are not the intended recipient you are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this information is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by responding to this email and then delete it from your system. EY is neither liable for the proper and complete transmission of the information contained in this communication nor for any delay in its receipt.

Alvas - Final Result.xlsx
10K

S No	First Name	Middle + Last Name	Contact No.	Email ID
1	Anupama	J S	9632899096	anupamajs1999@gmail.com
2	B S	Nagarakshitha	8277233759	naga.rakshitha@gmail.com
3	Bhuvanesh	M	8618738892	bhuvaneshm2016@gmail.com
4	Chaitanya	A	8151079423	chaitanyachowdary687@gmail.com
5	Chaitanya	Tejas	7259965767	chaitanyatejas333@gmail.com
6	Chanadana	R	6360035530	chandanarajappa4@gmail.com
7	Chesmi	B R	9972589792	chesmibramesh@gmail.com
8	Deepika	K V	7619549260	deepikakv225@gmail.com
9	Girija	R	8861237427	girijar811@gmail.com
10	JAYANTH	S V	9686096695	svjayanth72@gmail.com
11	Jyothi	Lakshmi	7338433549	jyothisomshekharcs1999@gmail.com
12	Moulya	M	8073112300	monisha6598@gmail.com
13	P Vighnesh	Pejathaya	9632400765	pvpejathaya@gmail.com
14	revanth	V	8296609634	revanth.4798@gmail.com
15	SAHANA	M G	9632741487	sahanamg725@gmail.com
16	Sainath	Balakrishna Acharya	9146228422	sainathacharya@gmail.com
17	Samruddi	Shetty	9945246058	samshetty98@gmail.com
18	Shamanth	M R	9686405064	shamanthgowda110@gmail.com
19	Shilpa	N	9008426209	shilpa.ningaiah21@gmail.com
20	Sonali	Sanjeeva Shetty	9663421742	shettysonali1998@gmail.com
21	Soumya	Mallasarja Rudrapur	9731217649	soumyarudrapur7@gmail.com
22	varshitha	Makam	9632444164	varshitha.v.makam@gmail.com
23	Vinutha	Poojary	8310917753	vinuthapoojary333@gmail.com
24	Vishal	Sadananda Nayak	7975545938	nayakvishal54@gmail.com
25	VIVEKA	Viveka	9632503080	vivekbhat04@gmail.com
26	YASHASWINI	C	9972442990	yashuc99@gmail.com

Gmail

Bhargavi KV <kvbhargavi25@gmail.com>

Fwd: Infosys Campus Recruitment 2019-20 - Final Selects

1 message

Alva's Placement Cell <placement.alvas@gmail.com> Wed, May 12, 2021 at 4:01 PM
To: kvbhargavi25@gmail.com

Thanks and Regards,
Placement Team
Alva's Education Foundation
Moobidri, Mangalore, Karnataka
Ph: 08258 262717 | Web : www.aiet.org.in

---------- Forwarded message ---------
From: **AmoghVadiraj Bengeri** <amoghvadiraj.b@infosys.com>
Date: Sat, Sep 21, 2019 at 2:04 PM
Subject: Infosys Campus Recruitment 2019-20 - Final Selects
To: placement.alvas@gmail.com <placement.alvas@gmail.com>

Dear Sir,

Greetings from Infosys!

This is with reference to the campus recruitment process conducted for your students from the 2020 batch. Please find attached the final list of students who have been selected for offer.

We thank you for the support extended to conduct a seamless process and look forward for a long relationship with your esteemed institute. Please feel free to call me for any clarification.

Thanks & Regards,

Amogh Bengeri

Associate Lead - TA

Talent Acquisition Team

Infosys
Navigate your next

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

infosys®

Final List of Selected Students

CONGRATULATIONS

Date of Interview	21th September 2019	Name of the Institute	Alvas Institute of Engineering & Technology

Sl No	Roll Number	Name	Email ID	DOB
1	4AL16EC026	Jayanand J	jnandu3@gmail.com	11-Dec-97
2	4AL16CS053	Mithun Kumar D	mithunkumar745@gmail.com	18-Sep-98
3	4AL16IS036	Prathiksha	prathikshapoojary2@gmail.com	1-Feb-98
4	4AL16CS082	Samrin Banu	samrin26.sb@gmail.com	26-Aug-98
5	4AL15CV099	Soibam Pritamjit Singh	pritamjitsoibam@gmail.com	30-Dec-96
6	4AL16CS106	Sujay Acharya	sujayacharya48@gmail.com	30-Dec-98
7	4AL16EC089	Varshini Mn	varshinimn6@gmail.com	22-Feb-99
8	186015724	Tanuja R	tanusrusti@gmail.com	6-Sep-97
9	186015710	Hrushikesh Acharya	hrushikeshacharya13@gmail.com	28-Apr-98
10	4AL16EC057	Rasika B Patil	rasikapbece@gmail.com	8-Mar-98
11	4al16cs093	Rasik Ramchandra Shetty	rasikshetty.55@gmail.com	31-Jul-98
12	4AL16IS050	Shetty Ashika Chandrashekar	ashi2011shetty@gmail.com	20-Nov-98
13	4AL16CS001	Abdulla Zahied	abdulzahied@gmail.com	23-Nov-97
14	4AL16CS009	Ameen Ahmed	ameen1699@gmail.com	16-Jan-99
15	4AL16CS044	Karthik M R	karthikmr281@gmail.com	1-Jun-99
16	4AL16IS059	M Manjusha	manjusha1998.328@gmail.com	28-May-98
17	4AL16CS051	Manvitha Rao	manvitha921@gmail.com	1-May-98
18	4AL16IS035	Pooja N	poojanshetty@yahoo.com	31-Dec-98
19	186015701	Abhishek B	abhishekbelmannu@gmail.com	11-Sep-97
20	4AL16IS037	Prathvi P Shetty	prathvishetty22@gmail.com	22-Mar-98
21	4AL16EC020	Deepak R	deepakrnaik26@gmail.com	26-Dec-97
22	4AL16CS045	Krishna J Katira	krishnakatira98@gmail.com	7-Feb-98

Final List of Selected Student

CONGRATULATIONS

23	4AL16ME032	Mohammad Faiz	mfaize91@gmail.com	29-Nov-96
24	4AL16CS070	Prathiksha T	prathiksha1698@gmail.com	16-Oct-98
25	4AL16EC058	Raziya Banu	raziyabanubhr@gmail.com	18-Sep-98
26	4AL16CV080	Sangeetha S	sangeethas13798@gmail.com	13-Jul-98

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Amogh Bengeri

Designation : Associate Lead – TA

Date : 21th September 2019

Signature :

Gmail

Bhargavi KV <kvbhargavi25@gmail.com>

Fwd: Campus recruitment at Alva's - reg.

1 message

Alva's Placement Cell <placement.alvas@gmail.com> Wed, May 12, 2021 at 3:58 PM
To: kvbhargavi25@gmail.com

Thanks and Regards,
Placement Team
Alva's Education Foundation
Moobidri, Mangalore, Karnataka
Web : www.aiet.org.in

---------- Forwarded message ---------
From: **Ravi Hebbar D S** <ravihebbards@gmail.com>
Date: Wed, 26 Feb 2020, 12:16
Subject: Re: Campus recruitment at Alva's - reg.
To: SANJAY S <sanjays@aiet.org.in>
Cc: hr <hr@kaynestechnology.net>, Sushanth Anil Lobo <lobosushanth8@aiet.org.in>, manjulapatil <manjulapatil@kaynestechnology.net>, <ramesh.kundaragi@kaynestechnology.net>, tvv <tvv@kaynestechnology.net>

Dear Sir,

Greetings from KTIPL !!!

Please find the list of the people who have got selected during the Campus Drive happened on 24.02.2020 at your college premises.

1. Safiya Banu
2. Anandakumar K
3. Ankitha C C
4. Suraj S
5. Bhanupriya H K
6. Davis Shashikanth Patel
7. Archana C J
8. Rashmi K B
9. Bhavani S
10. Prajna
11. Sooraj

May I request you to kindly ask them to join on 02.03.2020. We can arrange to pick them up from either from Railway Station or Bus Stand.

Please let us know which type of Internship Training they chosen.

Request you to kindly instruct them to bring the following documents at the time of joining

1. College Provided ID card
2. Aadhar Card
3. Letter from the college for being deputed for the Internship Training in our company

Please find Do's and Don'ts to be strictly followed during their stay in our Company.

We welcome them to our Kaynes Family.

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

On Thu, 20 Feb 2020 at 11:27, Ravi Hebbar D S <ravihebbards@gmail.com> wrote:

Dear Sir,

Please find enclosed herewith the attached Job Description as your requirement.

It may vary from case to case basis.

This is for your kind information and necessary action please.

Best Regards,
Ravi Hebbar D S

On Tue, 11 Feb 2020 at 15:30, SANJAY S <sanjays@aiet.org.in> wrote:

Dear Ravi sir,

As discussed with you over the phone. You can conduct campus drive for BE (Electronics and Communication) students at AIET, Moodbidri on 24th February 2020.
Further to our discussions, the students will be able to join for internship from 1st week of March. Students will be having their exams tentatively from last week of may till last week of June. Kindly give them relaxation during that period. And soon after the exams they will be able to join you back for work.
Kindly confirm the date of your visit to our campus and also share the Job description and eligibility criteria for the same.

ensono

22 July 2021

Ms. Shreya Poojary
Nilugal Building ,
Cdo School Road,
Rachoteshwar Nagar,
Gadag -582101

Subject: Offer of Employment

Dear Shreya,

We are pleased to extend to you an offer of employment with ENSONO Technologies LLP ("**Ensono**"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 Ensono or an appropriate third party, and the results of such background checks being favourable in Ensono's reasonable opinion. You agree and consent to Ensono undertaking a background check on you either by itself or through third party agencies.

If the abovementioned condition is not satisfied, then this offer of appointment will be void or will become void, on notice by ENSONO. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment, we are also forwarding to you other relevant information for your perusal.

At Ensono, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology entity and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please sign & scan by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,

For **Ensono Technologies LLP,**

Jejo Thomas
Director Talent Acquisition

H. O. D.
Dept. Of Electronics & Communication
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

ensono

Annexure 1: Salary Breakup

Compensation:

Your total cost to company shall be ₹ **400,000**(Indian Rupees **Four Lacs Only** Per Annum), payable in accordance with Ensono's payroll policy and this includes your performance bonus of ₹ **20,000**. Your performance will be assessed as part of Ensono's performance appraisal process. Details of your remuneration package is set out in Annexure 1 of this letter and it provides the break-up of your salary in India. In addition to statutory benefits under applicable laws, you will also be entitled to additional benefits/allowances in accordance with the policies as they are adopted by Ensono, subject to terms of those plans as they may be revised and updated from time to time.

For purpose of contribution to employees' provident fund, gratuity, if any, computations will be on basic pay.

Income Tax:

You will be responsible for filing your annual income tax returns and depositing the tax amount. Ensono will be under an obligation to deduct and deposit the tax amount, as may be statutorily required.

Brief description of the compensation components:

Components	Per Month (₹)	Per Annum (₹)	Particulars
Basic Pay	15,000	180,000	40% of Base Salary
Statutory Bonus	1,600	19,200	
Flexi Benefit Plan (FBP)	12,545	150,542	Balance Amount (Base Salary Less Remaining Components)
Total Fixed Pay (A)	**29,145**	**349,742**	
Annual Performance Incentive @ 100% [1]		20,000	As per guidelines of the Corporate Incentive Plan
Total Variable Pay (B)		**20,000**	
Employer Provident Fund [2]	1,800	21,600	12% of Basic Pay
Gratuity [3]	722	8,658	4.81% of Basic Pay
Total Retirals (C)	**2,522**	**30,258**	
Total Cost to Company (A+B+C)		**400,000**	

1. **Annual Performance Incentive:** The annual performance incentive (PI) amount mentioned is at 100% pay-out level. The incentive pay-out is governed by the terms and conditions mentioned in the Corporate Incentive plan and are subject to modifications from time to time. Changes if any will be communicated to all associates proactively. Please note that the Incentive pay-out is determined based on achievement of individual goals and overall company performance.
2. **Employees' Provident Fund:** 12% of basic pay will be contributed towards employees' provident fund.
3. **Gratuity:** shall be paid as per the provisions of the Payment of Gratuity Act 1972.
4. **Mediclaim:** A floater coverage of ₹ 500,000 p.a. for family (self, spouse and children) is provided towards hospitalization and is fully funded by Ensono. Apart from the Mediclaim policy, associate is also eligible for **Group Term Life** and **Group Personal Accident** scheme which would be guided as per Ensono's policy.

D. V. T.
H. O. D.
Dept. Of Electronics & Communication
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Tech Mahindra

Tech Mahindra Limited
Sharda Centre, Off Karve Road,
Pune 411004, Maharashtra, India.
Tel: +91 20 6601 8100
Fax: +91 20 2542 4466
techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder Mumbai 400 001

Ref: 821602 / 1899093 /TCTP

Date: 26-Jun-2021

Mr. Sangamesh Kajagar
Sangamesh Kajagar S/o Shrishail Kajagar
Near Govt. Primary School Chimmalagi
Vijayapur - KAR - 586201
Phone No: 8970618182

Subject: Offer of Appointment

Dear **Mr. Sangamesh Kajagar,**

It is our pleasure to welcome you to **Tech Mahindra Limited.**

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Software Engineer** on **U2** band, operating out of our **BENGALURU** office.

2. Your "Annual Total Cash Compensation" will be **Rs. 400,000 (Rupees Four Lakh)** Please refer **Annexure-A** for details on the compensation and statutory deductions.

3. Your remuneration package is strictly confidential between you and The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.

5. You are required to join on **01-Jul-2021** at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100** This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. On the date of joining, you are requested to report to **Navya Thandaveshwara** at 9:00 AM to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure – C** and submit the copies of the same to the HR Team.

7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Jagadish Muvvala** latest by . In case of further clarifications, please get in touch with **Jagadish Muvvala** (on E-Mail: **JM00726648@TechMahindra.com** , and quote the Reference No. as mentioned above).

For Tech Mahindra Limited

Pustakeswara Rao

Venkat Paturi
Head - Resource Management Group

D.V.T

H. O. D.
Dept. Of Electronics & Communication
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Check List of Documents), **Annexure-D** (Medical Self declaration), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** -(Acknowledgement), **Annexure I** – Template of Indemnity Bond

Date:

Signature of Candidate:

Great Place To Work. Certified
More reasons to #lovetobeTechM

Tech Mahindra

Tech Mahindra Limited
Sharda Centre, Off Karve Road,
Pune 411004, Maharashtra, India.
Tel: +91 20 6601 8100
Fax: +91 20 2542 4466
techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder Mumbai 400 001

Annexure - A

NAME	**Mr Sangamesh Kajagar**
TITLE	**Software Engineer**
BAND	**U2**
LOCATION	**BENGALURU**

COMPONENTS	**Per Annum** (All figures in INR)
BASIC (@40% OF TOTAL FIXED PAY)	**138935**
HRA (@70% OF BASIC)	**97255**
BONUS / STATUTORY BONUS	**48000**
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	**16672**
FLEXIBLE COMPONENTS OF TFP	**46475**
TOTAL FIXED PAY..... (A)	**347337**
TOTAL VARIABLE PAY (TVP)..... (B)	**38593**
ADDITIONAL BENEFITS..... (C)	**14070**
GRATUITY	**6683**
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	**7387**
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**400000**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.

2. **Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	20000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

Contd....

D.V.

H. O. D.
Dept. Of Electronics & Communication
Ava' Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Great Place To Work. Certified FEB 2020–JAN 2021 INDIA

More reasons to #lovetobeTechM

30 December 2020

Trupthi C
No.884 , 5th Main , 3rd Cross , M.C.Layout , Vijayanagar
Bangalore 560040
India

Private & Confidential

Dear TRUPTHI,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Trupthi C (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Praseeth Ayathan (1029638), Manager 2, Sales Engineer Analyst. Your start date is 18 January 2021. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales,Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work , either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary of [redacted]

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

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03-Dec-20

Personal & strictly confidential

Dear Sanjana Shekhar Shetty

It is with great pleasure that we extend to you this offer of employment with Novo Nordisk Service Centre India Private Ltd. as Associate Business Analyst and your job location will be in Bangalore.

Your annual remuneration on a cost-to-company basis will be INR. 569,093/- (Rupees Five Lakh Sixty Nine Thousand Ninety Three Only) which also includes a variable component, called "Short Term Incentive", of INR 48,200/-

Your appointment will be effective from the date of joining, which shall be on or before 04-Jan-2021 failing which this offer of employment shall stand automatically withdrawn.

Your contractual obligations will be governed by the terms & conditions as defined in the T&C document, shared as Annexure I, along with the company HR policies. The information provided by you before and during employment with Novo Nordisk Service Centre India Private Ltd. is subject to verification. If at any point of time it is determined that the information found and/or collected during background verification is false or inaccurate, your employment at Novo Nordisk Service Centre India Private Ltd. will stand terminated with immediate effect without any obligation from the company.

Please indicate your acceptance of the above offer either by signing in the space indicated below and returning a copy of this letter or by email confirmation within 2 business days upon receipt of this letter; failing which this offer is deemed withdrawn. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Sincerely,

DocuSigned by:

Lene Hylling Axelsson
Corporate Vice President
Novo Nordisk Service Centre (India) Private Ltd.

I hereby accept the offer of employment with the terms and conditions mentioned.

Signature

Date

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

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Envelope ID: 148A7517-5423-4E07-A1E7-3BE91B51D1D5

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Annexure I	
Salary Components	**Amount (Per Annum)**
Basic	231,360
HRA	115,680
Exgratia Bonus	37,000
Leave Travel Allowance	15,000
Special Allowance	82,960
Total Guaranteed Salary per annum (A)	**482,000**
Co's contribution to PF @ 12% of basic	27,764
Gratuity	11,129
Total per annum (B)	**38,893**
Total Fixed Salary per annum (A + B)	**520,893**
Variable Pay	
Short Term Incentive (STI) at 100% achievement	48,200
Total Variable Pay p.a. at 100% achievement (C)	**48,200**
TOTAL COST TO COMPANY (A+B+C)	**569,093**

Sincerely,

DocuSigned by:
7D17CB3CFA974C9...

Lene Hylling Axelsson
Corporate Vice President
Novo Nordisk Service Centre (India) Private Ltd.

I hereby accept the offer of employment with the terms and conditions mentioned.

Signature

Date

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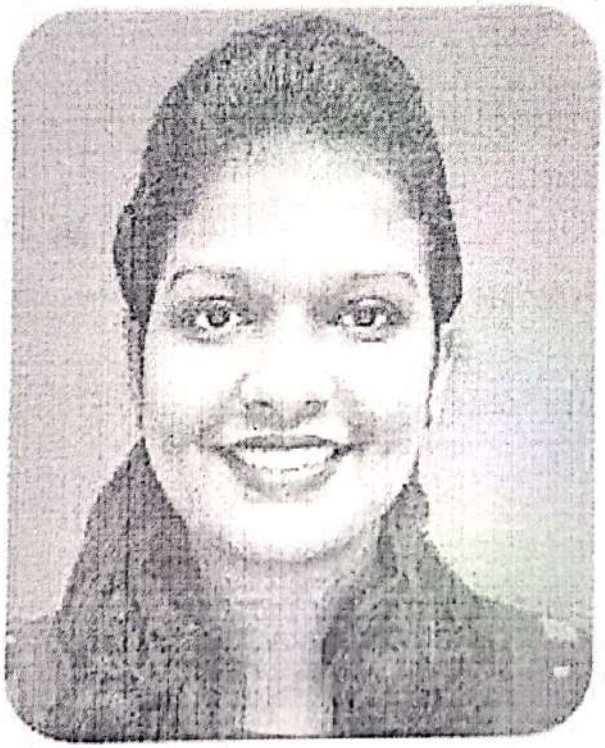
changing diabetes®

novo nordisk



Sanjana Shetty

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Omega Healthcare

Payslip for the month of JUNE - 2021

Emp. No	: 66221	PF No	: PY/KRP/35553/80731	Grade	: 1A
Name	: MOUNA R	PAN	: GJRPM7120M	Working Days	: 30.0
Date of Joining	: 24-05-2021	City	: Bengaluru	LOP Days	: 0.00
Vertical	: INT-AR	Bank Name	: CANARA	LOP Reversal Days	: 0.00
Location	: Bengaluru-II	Account No	: 0516101330343	ESI Number	: 504
Designation	: AR ASSOCIATE	UAN No	: 101688493642		

Earnings	Monthly Entitlements	Current Month	Arrears	Total	Deductions	
Basic Salary	14,470.00	14,470.00	3,734.00	18,204.00	Employee PF Contribution	
Mly Statutory Bonus	1,447.00	1,447.00	373.00	1,820.00	Employee ESI Contribution	
					Professional Tax	
Total			Gross Earnings	20,024.00	Gross Deductions	
Net Salary				17,489.00		

Net Salary (In Words) Seventeen Thousand Four Hundred Eighty Nine Only

You can reach us at . payrollquery@omegahms.com

This is computer generated copy and does not require authorization

Dept. Of Information Science & Engineering
Alva's Institute of Engineering
Mijar, MOODBIDRI

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May 20, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Tharunya UP

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e May 24, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to **eschoolhiring@in.ibm.com**

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &

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

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ANNEXURE A

DATE	May 20, 2021		
NAME	Tharunya UP	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
Compensation Components		IBM Offer (in INR)	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

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IBM India Pvt. Ltd.

Private and Confidential

PAYSLIP FOR THE MONTH OF June 2021

Name : Tharunya UP	Location : Karnataka	Company cd : IBM India Pvt Ltd
Emp No : 00022DM PERNR : 50056511	Department : INJ3F	Emp group : Regular full time
Pay period : 01.06.2021 - 30.06.2021	PF No. : PY/KRP/19214/1079938	Emp subgrp : Salaried
	UAN No : 101691636431	

Transfer date	Bank Name	Account No.	Amount =	Earnings	- Deductions	+ Adjustment
30.06.2021	HDFC BANK	50100426590522	60.315,15 =	66.386,12	- 6.070,97	+ 0,00

Earnings		Deductions		Perks/Other income/Exemp/Rebates	
Monthly Basic Salary	15.000,00	Ee PF contribution	2.265,00	Agg of Chapter VI	22.650,00
Flat Allowance	17.896,66	Prof Tax - split period	200,00		
Retro:Monthly Basic Salary	3.870,97	Ptax deduction carry fwd.	200,00		
Retro:Flat Allowance	4.618,49	Salary Advance Recovery	3.405,97		
Retro:Relocation Allowance	25.000,00				
Total	66.386,12	Total	6.070,97		

Take Home Pay 60.315,15

Form 16 summary	
Ann Reg Income	337.456,06
Ann Irr Income	25.000,00
Gross Salary	362.456,06
Balance	362.456,00
Std Deduction	50.000,00
Empmnt tax (Prof Tax)	2.200,00
Gross Tot Income	310.256,00
Agg of Chapter VI	22.650,00
Total Income	287.610,00
Tax on total Income	1.880,50

This Payslip is computer generated and doesn't require any signature

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IBM



May 28, 2021
IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Likitha P

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e June 7, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to **eschoolhiring@in.ibm.com**

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &

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

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ANNEXURE A

DATE	May 28, 2021		
NAME	Likitha P	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
Compensation Components		IBM Offer (in INR)	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

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On Boarding

Start at IBM

Hello,

Are you ready for your Day 1 at IBM? Ensure to complete the documentation as mentioned in the Onboarding Instruction Guide and join the virtual session.

Your Virtual Onboarding and Contract Signing Session Details

Your onboarding will be conducted virtually over WebEx,

Date of Joining: 07th May 2021 (Monday)

Onboarding Success Partner(OSP): Mr. Devansh Thapan

WebEx Session Time: 9:30 am (Please join 15 minutes before)

ONEPLUS

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virtusa

April 13, 2021

Ms. Chandana N S
Alva's Institute of Engineering and Technology
Bangalore
Karnataka
India

Dear Chandana N S,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **April 16, 2021.**

You will be based at Virtusa's **Hyderabad** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.400,000.00/- per annum** as per ***Annexure-I.***

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **April 16, 2021.**

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

I hereby accept employment on the terms set forth in this Letter as of this _____ day of _____

Chandana N S

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

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Chandana N S **DESIGNATION : Associate Engineer-Technology** **TIER : Tier 4**		
	Per Month (in ₹)	**Per Annum (in ₹)**
Base Components (A)		
Basic	**10,500.00**	**126,000.00**
HRA	**5,250.00**	**63,000.00**
Basket of Allowances (B)		
Leave Travel Assistance*	**0.00**	**0.00**
Phone & Internet Reimbursement	**0.00**	**0.00**
Advance Statutory Bonus**	**1,500.00**	**18,000.00**
Special Allowance	**11,112.00**	**133,339.00**
Food Reimbursement	**0.00**	**0.00**
Retirement Benefits (C)		

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PF - Company's Contribution	1,800.00	21,600.00
Gratuity**	505.00	6,061.00
Fixed Compensation (A + B + C)	30,667.00	368,000.00
Variable Compensation (at 100%) Refer Annexure II for details	2,667.00	32,000.00
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	33,334.00	400,000.00

**LTA Can be opted for monthly or annual payment without the tax benefit or can be claimed once in two years to avail tax benefits as per the Income Tax regulations of Govt. of India.*
***Gratuity is contributed by the Company and is payable as per the Gratuity Act published by Govt. of India.*

for Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Chandana N S

Annexure-II

PERFORMANCE BASED PAYOUT (Variable Compensation)

Dear Ms. Chandana N S,

You will earn the Performance Incentive based on your Individual Performance, Company Performance and Personal Utilization as per the guidelines below:

1. The entire financial year is split to two halves which is H1 (1st Apr to 30th Sep) and H2 (1st Oct to 31st Mar).

2. Your Individual Performance will be measured through the Performance (MBO) Score card which you would set with your Reporting Manager on a half yearly basis.

3. On joining you are required to complete setting your MBO along with your Manager no later than two weeks from the date of your joining.

4. H1 payout will be based on the Mid- Year assessment results of the individual while H2 Payout will be on Yearly assessment.

5. Company' s performance of first half of the year will be applied for H1 payouts while company's performance of the second half of the year will be applied for H2 payouts.

6. Based on your tier, Individual & Company weightages will differ, as given in the table below:

	2D Approach	
	Individual	Company
2 in 1 box	70%	30%
Tier 0	60%	40%
Tier 1	70%	30%
Tier 2	80%	20%
Tier 3 & 4	100%	NA*

2 in 1 box are specific leaders playing roles such as account managers, client partner, segment heads, practice heads, etc. Please check with your manager if you would be playing 2 in 1 box role.

7. Personal Utilization will be the first criteria to determine your payout eligibility. Please refer to PU Policy & Guidelines on the internal policy portal for more details.

8. People rated as low performers will not be eligible for any payouts for that assessment period.

9. The payout would be made as per the timelines mentioned in Variable Payout guidelines for the respective H1 & H2 cycles, as applicable, based on the date of joining.

10. Mid-year rating will be used to arrive at the H1 variable pay (bonus) due amount and Year- end rating will be used to arrive at H2 variable pay (bonus) due amount.

11. Team member is expected to be actively employed as on the payout date to be eligible for annual payout.

12. You would be eligible to receive Performance Incentive for the period only if you are on the rolls of the company as on the date of disbursement.

13. If you are joining after 15th September in H1 or after 15th March in H2, then you will be eligible to receive the performance incentive in the succeeding variable pay cycle.

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Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Ms Moulya M
#93, Ground floor, Kalyan Cooperative Society,
Bhuvaneshwari Nagar, Doddabasti Main Road,
Bangalore,
Karnataka - 560056

Contact No: +91 8073112300
Email: monisha6598@gmail.com

Dear **Moulya,**

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020.** If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **ADV PI-BPM-Campus GDS** in the Firm. Your Rank will be **44.** While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

This file is signed using Digital Signature.

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

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Annexure B

Name	**Moulya M**	**DOJ**	**11 January, 2021**
Designation	**Associate Software Engineer**	**Service Line**	**ADV PI-BPM-Campus GDS**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

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Moulya M

Staff/Assistant
BLR VIRGO/EYGDS/EYLLP/NON-SEZ

Moulya.M@gds.ey.com

Bengaluru

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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

22 June, 2020

Ms Girija R
#26, Brindavan Layout,
Kengeri,
Bengaluru,
Karnataka - 560060

Contact No: +91 8861237427
Email: girijar811@gmail.com

Dear **Girija,**

Subject: Appointment in the position of
Associate Software Engineer

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in **"EY Global Delivery Services India LLP"** (the "Firm") subject to the following terms and conditions:

Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **BE** by **July, 2020**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **BE** by **July, 2020** your employment will be terminated with immediate effect.

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in **Advisory PI ITA Digital-PI Insurance** in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at **Bangalore** office.

2. DUTIES AND CODE OF CONDUCT:

a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

This file is signed using Digital Signature.

H.O.D.
Dept. Of Information Science & Engineering
Aiva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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Annexure B

Name	**Girija R**	**DOJ**	**11 January, 2021**
Designation	**Associate Software Engineer**	**Service Line**	**Advisory PI ITA Digital-PI Insurance**
Rank	**44**		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,064	1,44,762
House Rent Allowance (HRA)	6,032	72,381
Other allowance including flexible components 1	6,443	77,322
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	**30,159**	**3,61,905**

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		16,773
Gratuity 4		6,963
Total of Benefits		**23,736**

This file is signed using Digital Signature.

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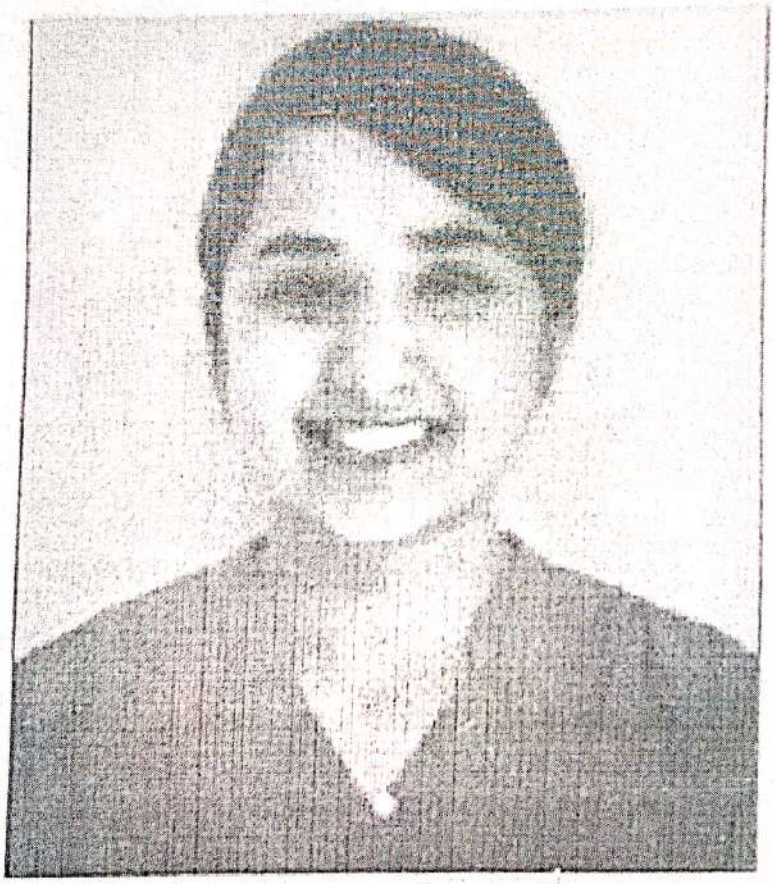
EY



Girija R

GPN#: IN010M88051

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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

31 January, 2020

Mr Sainath Balakrishna Acharya
23/3rd Flr, Shri Kripa Bldg,
Varad Vinayak Lane,
Virar,
Maharashtra - 401303

Contact No: 9146228422
Email: sainathacharya@gmail.com

Dear **Sainath,**

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered the position of **Associate Software Engineer** in **Advisory** in EY Global Delivery Services India LLP.

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.3,61,905/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 30 September. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of BE/B Tech exams by July 2020.

This file is signed using Digital Signature.

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

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EY



Sainath Balakrishna Acharya

GPN#: IN010M87968

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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

9 July 2020

Ms Samruddi Shetty
#15/3, "Sri Guru Residency"
Behind Central library, Hampi Nagar Bangalore
Karnataka 560040
+91 9945246058
samshetty98@gmail.com

Dear Samruddi,

This is with reference to your employment offer for the position of Associate Software Engineer (the "Offer Letter") with EY Global Delivery Services India LLP (hereinafter referred to as the "Firm").

Please note that pursuant to the changes in the Firm, there is an amendment to the Service Line name.

The clause under "Position:" is revised as below:

You will be appointed in the position of Associate Software Engineer in Consulting in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Bangalore office.

Other references in Annexure B with respect to Service Line name would be changed too.

This letter amends the Offer Letter only to the extent described above, and all other terms of the Offer Letter, including your compensation structure, remains unchanged.

Yours sincerely,

For EY Global Delivery Services India LLP

Signature Not Verified
Signed by : KABITA PAUL
Date : 09-Jul-2020 12:58:29
Location : Gurugram

Authorized Signatory

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

This file is signed using Digital Signature.

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HRD/3T/20-21/1000835065

October 17, 2020

Ms. Manjusha M
Candidate ID: 1000835065
84 Bld, No-76 Shirke,
Apartments
Bangalore - 560060
Karnataka
India
Ph: (91) 91642 81954

Dear Manjusha,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 27, 2020.**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

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

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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Mijar, MOODBIDRI - 574 225

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Manjusha M**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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Infosys Infosys Limited Bangalore

Salary Slip for the month of November 2020

Name : Manjusha M
Designation : Systems Engineer Trainee

Employee No	1104114	PF No	PY/BLR/1009/0045997
Location	STP1, Mysore	UAN	
Personal Level	3	Bank A/C No	05503010A6744

Total Payable Work days	India	Overseas	LOP	Secondment
30.00	30.00	0.00	0.00	0.00

(Amount in ₹)

Earnings			Deductions		
Particulars	Current Period	Year to Date	Particulars	Current Period	Year to Date
Basic Salary	15,000.00	17,419.00	PF Contribution	1,800.00	2,090.00
Home Rent Allowance	7,500.00	8,709.00	Professional Tax	200.00	200.00
Medical Allowance	1,250.00	1,451.00	Infosys Welfare Trust	750.00	871.00
Transport Allowance	1,600.00	1,858.00	PF Arrears	290.00	0.00
Other Travel Allowance	442.00	513.00			
Personal Allowance-Non Taxable	1,250.00	1,451.00			
Personal Allowance	2,958.00	3,435.00			
Salary Arrears	3,662.00	0.00			
Total	33,662.00	33,662.00	Total	3,040.00	3,161.00
			Net Pay	22,890.00	22,890.00

Salary arrears towards the salary for the month of Oct'20

Infosys Infosys Limited Bangalore

Projected Annual Tax Statement - November 2020

Name : Manjusha M
Designation : Systems Engineer Trainee

(Amount in ₹)

Projected Annual Taxable Income		
Particulars	Year to Date	Projected Amount
Gross Salary	33,662.00	175,242.00
Gross Total Salary		175,242.00
Deductions		51,000.00
Income under the head Salaries		68,242.00
Gross Taxable Income		68,242.00
Chapter VI-A Deductions		9,290.00
Total Taxable Income		58,952.00
Tax to be deducted/(Refunded)		0.00

Details of Tax Benefits		
Deductions u/s 16	Maximum	Considered
Standard Deduction	50,000.00	50,000.00
Professional Tax		1,000.00
Total		51,000.00
Exemptions u/s 10		Considered
Meal Exemption		0.00
LTA Exemption		0.00
CEA Exemption		0.00
Child Exemption		0.00
Transport Exemption		0.00
Total		0.00
Chapter VI-A Deductions	Maximum	Considered
80C, 80CCC Deductions (PF, VPF, PPF, LIC, Tuition Fees, Tax Saving MF, Tax Saving FDs, NSC Housing Loan Principal etc.)	150,000.00	9,290.00
80CCD(1B) NPS self Spouse Children	50,000.00	0.00
80D HUF for Parents (INR 25000 in case of Non-senior Citizen)	50,000.00	0.00
80CCD(1B) NPS self Senior Citizen	50,000.00	0.00
80CCD(2) NPS Employer Contribution	10% of Basic+DA	0.00
80E Interest on Higher Education Loan	Full	0.00
80EE Pensioners Disability (40% (INR 75000; 80% (Rs 1,25,000)	125,000.00	0.00
80DD Person with disability dependent (40% (INR 75000; 80% (Rs 1,25,000)	125,000.00	0.00
80DDB Treatment of Specified disease self/ dependent (INR 40000 in case of Non-senior Citizen)	100,000.00	0.00
HRA Interest on savings bank account & others	Full	0.00
Total		9,290.00

Tax of all one time components is deducted in the actual payout or the highest tax slab rate applicable for your taxable income. Applicable Slab rate is determined as per Last month's taxable income + Current month taxable income (one time) payout

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MY ID CARD

Infosys



Manjusha M

1104714

Refreshed On

14-Jul-2021

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ISE 19-20

Omega Healthcare

14 DEC 2020

Ms AISHWARYA M B,

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you a position of **"AR Associate"** Omega Healthcare Management Services Pvt Ltd, on the following terms and conditions:

01. You will draw a Basic Salary of Rs.14050/- (Rupees Fourteen Thousand Fifty Only) per month. In addition to this, you will be paid Statutory Bonus of Rs.1405/- (Rupees One Thousand Four Hundred and Five Only) per month as other allowances.

02. You will be entitled to Leave, Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law / Company Policy from time to time.

03. Depending on your performance and the company's requirement, your employment can be extended on completion of 6 months.

04. Your place of posting will be at **Bengaluru** and you will report for duty on ..... **at 9:00AM.**

05. This letter of offer is subject to completing other joining formalities as specified in **Annexure-1** and on completion a detailed appointment letter will be given.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,
Yours faithfully,

Omega Healthcare Management Services Pvt. Limited.

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

Ebenazer Paul
Senior Manager – Talent Acquisition

CONFIDENTIAL

Omega Healthcare Management Services Pvt. Ltd.
9th Floor, Tower 2, RMZ Millennia Business Park, No. 143, Dr. MGR Road, Kandanchavadi,
Chennai - 600 096. Tel: +91 44 4907 0101
Registered Office: No.33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017. Tel: +91 80 41657333
US Office : 2424 North Federal Highway, Suite #205, Boca Raton, FL 33431
website : www.omegahms.com
General Email ID : mea2omega@omegahms.com Registered CIN: U85110 KA2003 PTC 032848

BENGALURU CHENNAI TRICHY BHIMAVARAM HYDERABAD MANILA CEBU USA

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Omega Healthcare
Excellence in Business Outsourcing

Payslip for the month of FEBRUARY - 2021

Emp. No	: 61456	**PF No**	: PY/KRP/35553/76157	**Grade**	: 1A
Name	: AISHWARYA M B	**PAN**	: DIFPA9270J	**Working Days**	: 28.0
Date of Joining	: 21-12-2020	**City**	: Bengaluru	**LOP Days**	: 0.00
Vertical	: INT-AR	**Bank Name**	: CANARA	**LOP Reversal Days**	: 0.00
Location	: Bengaluru-II	**Account No**	: 5268101014493	**ESI Number**	: 504169
Designation	: AR ASSOCIATE	**UAN No**	: 101640517492		

Earnings	Monthly Entitlements	Current Month	Arrears	Total	Deductions	T
Basic Salary	14,050.00	14,050.00	0.00	14,050.00	Employee PF Contribution	1,6
Mly Statutory Bonus	1,405.00	1,405.00	0.00	1,405.00	Employee ESI Contribution	1:
Variable Pay	0.00	855.00	0.00	855.00	Professional Tax	2(
Prev month(s) Hold Salary	0.00	18,297.00	0.00	18,297.00		
Total			**Gross Earnings**	34,607.00	**Gross Deductions**	2,(
Net Salary				32,598.00		

Net Salary (In Words) Thirty Two Thousand Five Hundred Ninty Eight Only

You can reach us at : payrollquery@omegahms.com

This is computer generated copy and does not require authorization

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Advanced Database

& IT SOLUTIONS

Mar 12th, 2021

Amulya Shetty
Prathvi Soudha building
NH-66, Ambalpady bypass
Udupi - 576103

Dear Amulya Shetty,

Congratulations! On behalf of Advanced Database & IT Solutions. We are pleased to offer you a position of ***"Trainee Software Engineer"*** with our esteemed organization. It is with great pleasure that we extend the following offer of employment to you on behalf of Advanced Database & IT Solutions, further to the interview and discussions that you have had with us.

Position:

As a ***"Trainee Software Engineer"*** with Advanced Database & IT Solutions starting on 2nd April, 2021 you will report to Advanced Database & IT Solutions Management Team at their Manipal location.

Total Compensation:

Your Gross Salary per annum will be INR 1,90,000/Annum and will be processed in accordance with the company's standard payroll policies in India.

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

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Dear **Ms. Ankitha P,**

This is further to your application and subsequent interview you had with us. We are pleased to offer you the position of **Process Trainee** with Fulcrum Global Info Services based at Bangalore.

The appointment is effective from the date you join i.e., Monday, 18th October 2021. You are required to report to work @ 11:00AM. The offer will not be valid post the joining date.

The total investment Fulcrum will make on you will be **Rs. 2, 30,400/- (Rupees Two Lakhs Thirty Thousand Four Hundred Rupees Only)** per annum subject to statutory deductions as applicable. Salary Breakup is as below:

Component	Monthly (INR)	Yearly (INR)
Basic + DA	15,750	189,000
House Rent Allowance (HRA)	37	444
Conveyance	-	-
City Compensatory Allowance (CCA)	-	-
Gross Salary	**15,787**	**189,444**
Company contribution towards PF (CPF)	1,800	21,600
Company contribution towards ESI (CESI)	513	6156
Cost To Company (CTC)	**18,100**	**217,200**
Meal Voucher	1,100	13,200
Total Cost To Company (TCTC)	**19,200**	**230,400**

This offer is subject to verification of records produced by you and others that may need to be checked.

You are required to furnish the following on your Date of Joining:

- **a>** Copy of academic certificate and mark sheets
- **b>** Experience & Relieving Certificates from previous Employer
- **c>** Last 3 months pay slips
- **d>** Latest Income Tax returns filed
- **e>** PAN Card
- **f>** Aadhaar Card
- **g>** Address Proof
- **h>** Passport size photographs with white background – 2.

We look forward to welcoming you into the Fulcrum family.

Best Regards,
Pranathi Talluri
Manager - HR

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Advanced Database

& IT SOLUTIONS

Mar 12th, 2021

Anusha Shetty
#3-1-12/B, Bailumane,
Adiudupi,
Udupi – 576103.

Dear Anusha Shetty,

Congratulations! On behalf of Advanced Database & IT Solutions. We are pleased to offer you a position of ***"Trainee Software Engineer"*** with our esteemed organization. It is with great pleasure that we extend the following offer of employment to you on behalf of Advanced Database & IT Solutions, further to the interview and discussions that you have had with us.

Position:

As a ***"Trainee Software Engineer"*** with Advanced Database & IT Solutions starting on 2nd April, 2021 you will report to Advanced Database & IT Solutions Management Team at their Manipal location.

Total Compensation:

Your Gross Salary per annum will be INR 3,00,000/Annum and will be processed in accordance with the company's standard payroll policies in India.

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Synamedia

9A & 9B Pritech Park, RMZ Ecospace, Bellandur, Bangalore 560103

CIN : U74999KA2005PTC036412

9th November 2020

Private and Confidential

Darshan P B

249, Siddalingeshwara Nilaya

16th Cross, 6th Main, BTM Layout

2nd Stage Bangalore 560076 .

Dear Darshan,

You are being offered employment with **Synamedia India Private Limited** (the "Company"). The terms of your employment are set out in the attached offer letter.

Yours faithfully,

Synamedia India Private Limited

Rajesh Kumaraswamy
Director Human Resources - India

H.O.D.
Dept. Of Information Science & Engineering
Alva's Institute of Engg. & Technology
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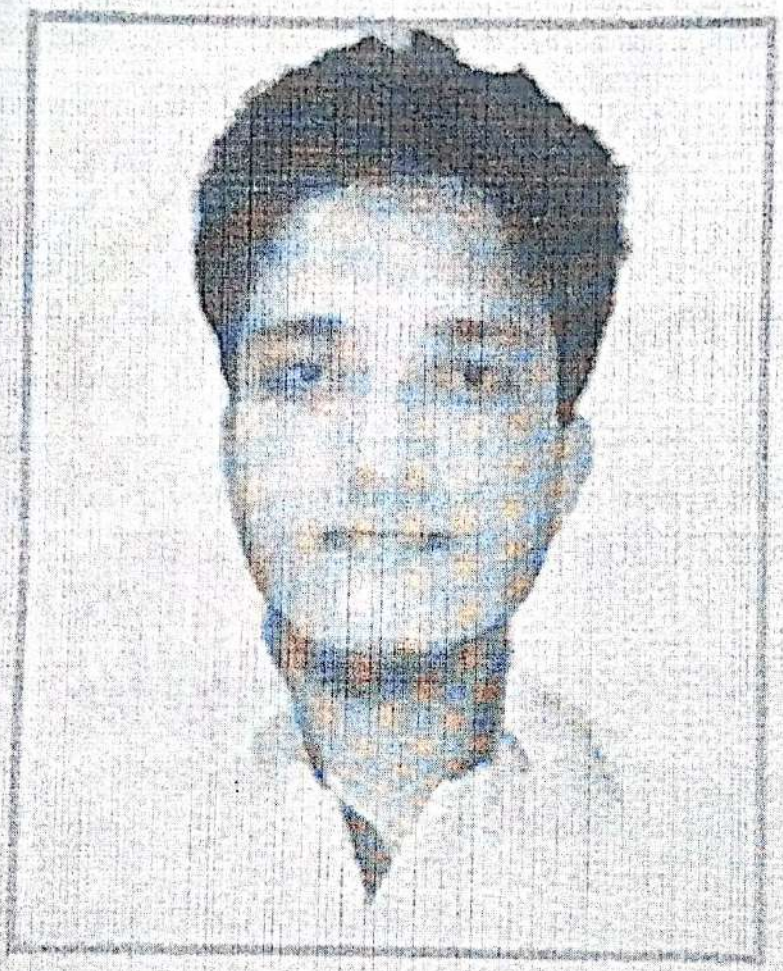
Synamedia



Darshan
P B

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DXC.technology

5 Jun, 2020

Dheeraj Shetty

Dear Dheeraj Shetty,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E–sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 13, 2020 00:44 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

H.O.D.
Dept. Of Information Science & Engineering
Aiva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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View Worker: Dheeraj Shetty (11605698)



Associate Professional Software Engineer

Email Address dheerajshetty@dxc.com

Location IDP01 - DGS-Campus Ph1

Shivakumar Navale Madhava Rao (20164830)

Manager

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Sedin

Sedin Technologies Private Limited

Corporate Office:
#A1/1, 7th Avenue,
Ashok Nagar,
Chennai - 600 083, India.
Ph:+91 44 4550 1295 / 4266 0470

Branch Office:
#1, Kamatchipuram 2nd Street,
West Mambalam,
Chennai - 600 033,
India.

Branch Office:
579, 9th A Main road,
1st Stage Indira Nagar,
Bangalore - 560038, India.
Ph:+91 80 2521 2120

SE/2021-22/AO/1392

Ms. Hanvitaa G
#138, 6/2, East Street, 3rd Cross A T Halli,
Shanthinagar, Bangalore 560027.

Date: 08/March/2021

Letter of Appointment

Dear Ms. Hanvitaa,

Congratulations!

We refer to your application for an employment with our organization and our subsequent discussions for the same.

Based on our discussions, we are happy to make you an offer as **"Junior Software Engineer"** in our Organization at our Chennai office, effective your date of joining on the following terms and conditions:

1. Your date of appointment would be with effect from your date of joining.
2. Your Role / Designation may be changed at the discretion of the Organization depending on the work assigned to you.
3. You will be under Probation Period for a period of Six months from your date of joining. On completion of six months from the date of joining an assessment would be carried out by your immediate Supervisor / Manager for confirmation on the rolls of the Company. The probation period may get extended, in case of performance not found satisfied.
4. You will be paid a Basic Salary of Rs. 8333/- per month
5. You will be paid a House Rent Allowance of Rs. 4167/- per month.
6. You will be paid a Conveyance Allowance of Rs. 1600/- per month.
7. You will be eligible for Allowances* of Rs. 4483/- per month. (*Break ups given in annexure)
8. Based on satisfactory performance your CTC will be revised to **Rs.300000/-** effective from **September 2021**.

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

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Compensation Calculation Sheet

Name of the candidate: **Ms. Hanvitaa G**

Designation offered : **Junior Software Engineer**

Base Station : **Chennai**

Offer Date : **01-September-2021**

Sl. #	Components	Rs.
I	**Monthly Components**	
1.	Basic	10000
2.	HRA	5000
3.	Conveyance	1600
4.	Medical Allowances	1250
5	Special Allowances	5950
	MONTHLY TOTAL (I)	23800
II	Annual Components (Computed on a monthly basis)	
1.	PF [Employer Contribution]	1200
	Annual Component Total (II)	1200
	Cost to the Company (PA) [Total (I) + (II)] x 12 months	**300000**

- All Tax liabilities arising out of this Compensation will be borne by you and make a note that it is your responsibility to plan for the same.

Applicant Signature

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APPOINTMENT LETTER

26 May, 2020

Dear **K S Veda -,**

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.05.26 16:24:54 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program: sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

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c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

   ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

   iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

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

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

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d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

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

11. Notice Period & Termination:

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

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

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.
Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

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

I shall be reporting for duty on __ /__ /____

Name: _____

Signature: _____ Date: __ /__ /____

Place: _____



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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/__/_____ **Signature:**.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c) Unauthorized disclosure or communication of UPSI.

d) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name : K S Veda - **Career Group: TRB – II**

Position : Project Engineer

You shall receive salary as detailed below.

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

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*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.
Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

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

Date: __/__/____ **Signature:**.....

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ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: __/__/_____ **Signature:**.....

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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2020-21.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.
   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.
E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.
I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident
The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.
We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.
For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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DXC.technology

31 May, 2020

KRITHI SHETTY

Dear KRITHI,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 1, 2020 01:15 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

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

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DXC.technology

31 May, 2020

KRITHI SHETTY
Hayden residency flat, room no 303,3rd floor, Doddamane road

Moodbidri, 574227
India

Dear KRITHI,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 11 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

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Associate Professional Software Engineer
Email Address krithi.shetty@dxc.com
Location IDP01 - DGS-Campus Ph1
Manu Mathew (21395232)
Manager

Professional Profile

Job Details

Job Details

Employee ID	11605318
Supervisory Organization	69999999 DXC () >> 65014229 GIDC India - Hybrid Cloud CIBC Operations (Manu Mathew (21395232))
Position	71400611 Associate Professional Software Engineer
Business Title	Associate Professional Software Engineer
Job Profile	Associate Professional Software Engineer
Employee Type	DXC - Regular
Time Type	Full time
FTE	100.00%
Location	IDP01 - DGS-Campus Ph1
Hire Date	19/06/2020
Original Hire Date	19/06/2020
Continuous Service Date	19/06/2020
Length of Service	1 year(s), 0 month(s), 23 day(s)
Time in Position	1 year(s), 0 month(s), 23 day(s)
Time in Job Profile	1 year(s), 0 month(s), 23 day(s)

Contact Information - Public

Email	krithi.shetty@dxc.com

Work Address

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FOCUS

Our Ref : FFI/HR/OL/041120/3222

04 Nov 2020

Mr. MANOHAR MASTHIGOWDA Y K

s/o krishne gowda y s,masthi nilaya, yadavanni
kunigal(TQ),tumkur(DIST),amruthur(HOBLI)
Kunigal - 572111

Offer Letter

Dear MANOHAR MASTHIGOWDA Y K,

Thank you for choosing Future Focus as your Career Manager. We take pleasure in welcoming you to Future Focus Infotech Pvt. Ltd.

This is the beginning of a mutually beneficial relationship. You may now take pride in becoming a part of the highly motivated Focusite family. You will be playing a crucial role in fulfilling the organisation's mission - "Perseverance & Commitment to the highest quality of Customer Service delivered with sensitivity, awareness, individual pride and Company Spirit."

Further to the discussions that we have had with you, we are glad to offer you the terms of the proposed engagement.

1. Designation	: Network Engineer L1
2. Location	: Bangalore
3. Fixed CTC	: Rs. 2,55,600.00 /- per annum.
4. Expected Date of Joining	: On or before 05 Nov 2020

* Please be informed that all exceptional payments will be a factor of the Basic Pay only.

Please note that your employment will be governed by the Appointment letter that will be issued to you on satisfactory completion of Background verification.

For Future focus Infotech Pvt.Ltd.

H.O.D.
Dept. Of Information Science & Engineering
Aiva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(POOJA VERMA)

Associate Vice President - Sales

This is a system generated, digitally signed document.

Future Focus Infotech Private Limited
Registered & Corporate Office : #3. II Street. Haddows Road. Chennai - 600006
Tel : +91-44-4393 1900 | 4393 1950
Location: Chennai: +91-44-4393 4400 |Bangalore: +91-80-2532 1672 |Hyderabad: +91-40-4020 4940 |New Delhi: +91-11-2854 7794
Mumbai: +91-22-2820 7185 | Kolkata: +91-33-6626 7901 | Pune: +91-20-6401 0873 | Kochi: +91-484-2800270
Website : www.focusinfotech.com

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Future Focus Infotech Private Limited

No:3,2nd Street , Haddows Road, Chennai, Tamil Nadu, India - 600006.

Office-43931950

Payslip for the period of JANUARY 2021

Emp. No	:	FRE27876	PF No.	:	TNMAS003963900B/1017604
Name	:	MANOHAR MASTHIGOWDA Y K	UAN No.	:	101638174513
Designation	:	Network Engineer L1	ESI Number	:	53510771260020606/5347192498
DOJ	:	05/11/2020	PAN No:	:	KBWPK3298F
Email ID	:	manohargowda3748@gmail.com			

WORKING DAYS : 31.0 **LEAVE DAYS** : 0.00 **LOSS OF PAY DAYS** : 0.00 **PAYABLE DAYS** : 31.00

EARNINGS	Earn.Amt(')	Cum.Amt(')	DEDUCTIONS	Earn.Amt(')	Cum.Amt(')
Basic	16086.00	46113.00	EPS(Eyr)	1250.00	3583.00
Bonus	1340.00	3841.00	EPF (Eyr)	550.00	1577.00
Other Allowance	1392.00	3991.00	Esi (Eyr)	612.00	1754.00
Provident Fund (Eyr)	1800.00	5160.00	PF (12.00%)	1800.00	5160.00
Esi (Eyr)	612.00	1754.00	ESI (0.75%)	142.00	407.00
Insurance	70.00	201.00	LWF	0.00	20.00
			PT	200.00	600.00
			Insurance	70.00	201.00
Total	21300.00		Total	4624.00	

BANK : NEFT A/C No. : 5268108001478

Income Tax Deduction

Tax- Net Taxable Income After Exemption	31821.00
Tax-Tax on Total Income	0.00
Tax-Tax Rebate u/s 87A	0.00
Tax-Total Tax With Cess	0.00
Tax-Tax Deducted at Source	0.00
Tax-Balance Tax Payable/Refundable	0.00
Tax- Remaining Months	2.00
Tax-TAX PER MONTH	0.00

PAYMENT DETAILS

Earned Monthly CTC.	:	21300.00
Total Deductions Rs.	:	4624.00
Net Salary Rs.	:	16676.00

Fixed Monthly Details

Fixed Monthly CTC	:	21300.00
Fixed Monthly Gross	:	18818.00

Please contact Personnel Department within 3 days of receipt for any discrepancy in salary or mail to personnel@focusite.com

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DXC.technology

31 May, 2020

Meghana Naik

Dear Meghana,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 4, 2020 01:30 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

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

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DocuSign Envelope ID: 6899C6F5-B8D6-44EF-9FBE-0473566901F5

Deloitte.

Deloitte Consulting India Private Limited

Building No.5, Tower 1, Block C1,
77 Degree Town Centre,
Survey No.123, 132/2, 133/2,
133/3 and 136/1,
Amani Bellandur Khane Village,
Varthur Hobli,
Bengaluru Rural, Karnataka – 560037

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

03/14/2021

Mr. Nagendra Prasad S
2-100 cofee thota
perdoor,
Udupi - 576124

Dear **Nagendra Prasad S**

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to inform you that we are extending an offer as an **Intern Analyst** for a period of **One year** and we are excited with the prospect of you joining our organization on **April 12, 2021**. The Deloitte U.S. India ("USI") **Intern Analyst** Training program is for a duration of **One year** beginning **April 12, 2021** to **April 12, 2022.** At the end of this duration of **Intern Analyst** Training, you may be confirmed with an offer of employment as an **Analyst**, subject to successful completion of the training and related performance requirements during your Internship training period, unless extended or terminated earlier by you or the Employer in writing in accordance with the terms of your employment, including the terms and conditions as detailed in **Annexure B**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your Internship, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

Your **Intern Analyst** training with **Deloitte Consulting India Private Limited** (the "Employer" or "Company") will be located in **Bengaluru.**

During this period, you will be receive an Annual stipend of **Rs.2,50,008/-**, divided and paid in twelve monthly instalments after due deductions of TDS. You will receive a joining bonus of **Rs.70,000/-** at the time of joining. On successful completion of training, you will be paid a training bonus of **Rs.75,000/-** along with your first salary as a confirmed employee as an Analyst. You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, subject to the applicable taxes, policies and practices of the Employer.

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

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DXC.technology

13 Aug, 2020

Nikshita Shetty
H.No-8/11/244/1 Raghavendra Colony near KEB Division Office

Bidar, 585401
India

Dear Nikshita,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 27 Aug, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

Your appointment with DXC is on the following terms and conditions:

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund

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View Worker: Nikshita Shetty (11611906)



Associate Professional Software Engineer

Phone Number +91 (63632) 51667 (Mobile)

Email Address nikshita.shetty@dxc.com

Location IDP01 - DGS-Campus Ph1

Tanmaya Kumar Nanda (21655963)

Manager

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DeskNine pvt ltd
#95, 3rd Floor, Rudra Chambers, 4th Main road, 11th Cross, Malleswaram, Bangalore - 03

02-Apr-2021

Ms. Parinitha K P

"Sri Belli Benaka", near Vivekananda site,
Bava, Tacchani, P.O Talapady,
Mangaluru, Dakshina Kannada -575023

Consultant Agreement (Confidential)

Ms. Parinitha,

We are pleased to appoint you as **Process Associate** on a contractual basis at LegalDesk.com, product of Desk Nine Pvt Ltd, Bangalore.

Further, '**Company**' for all purposes in this document shall mean Desk Nine Pvt Ltd, Bangalore.

Following are the terms and conditions associated with your contract,

1. **Relationship of the Parties**
   a. **Independent contractor** - It is agreed that, while providing services to the company, the Consultant shall be designated as an independent external Consultant and that **he/ she** shall not be an employee or agent of the Company or any of its subsidiaries and shall not have any right to deal or make any commitments on behalf of the company without written consent of the company.
   b. **Conflict of interest** - Any time during the contract period while providing services to the company, the Consultant may provide similar services to other companies as long as they are not in competition with the company and such services do not give rise to a conflict of interest or otherwise interfere with the Consultant's obligations to the Company under this Agreement.
   c. **Benefits** - Consultant and Consultant's employees shall not be eligible for any employee pension, health, welfare, or other benefit plans of the Company for any worker's compensation insurance.
   d. **Term:** This agreement shall commence on **18-Jan-2021** and will hold good until the parties agree to terminate the agreement anytime, with or without cause, by giving a written notice of **30** days to each other.

This document is electronically signed as per the provisions of IT Act, 2000.

Ananya C S
Ananya C S
02 Apr 2021 07:14:08 PM (UTC+05:30) eSign by SignDesk

Parinitha K P
Parinitha K P
02 Apr 2021 10:16:07 PM (UTC+05:30) eSign by SignDesk

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

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2. **Nature and scope of work**

   a. The Consultant shall have the title of **Process Associate**.

   b. The nature and scope of the work required to be done by the Consultant is clearly described as follows,

      i. Setting up meetings with everyone to get a specific task completed.

      ii. Reaching a target given daily.

      iii. Sending daily reports to the Manager.

3. **Payment, Taxes and Reimbursement**

   a. **Fees**

      i. The Consultant shall receive monthly retainership fees of **Rs. 16,000** (Rupees Sixteen thousand only) after deduction of TDS at the rate of **7.5%** for rendering the above mentioned services, upon raising a bill/invoice on or before as per the timeline of the Company's accounts procedure within the stipulated time.

      ii. During the term of this Agreement, the Consultant consultancy fee shall be paid by means of Cheque,Online Transfer or any other method convenient to the Company, and consented to by the Consultant.

   b. **Reimbursement** - The Company shall reimburse the Consultant for all actual, reasonable and necessary expenses listed below: Food and Travel expenses including any other expenses incurred during the period of consultancy which are directly related to the consulting services shall be reimbursed within the timeline period according to the Company's accounting procedure.

   c. **Annual Leave**

      i. The consultant need not provide any consultancy to the Company on the holidays enlisted in the *Company's list of Holidays.*

      ii. Any changes in the policy will be intimated to the Consultant over an e-mail.

      iii. In certain cases whereof the Consultant is not able to perform obligations on a particular day due to illness, the Client must be notified as soon as possible. A medical certificate is required if absence extends beyond three consecutive days and should cover the period until the Consultant is declared fit for work.Approval and duration of unpaid personal leave shall be at the discretion of the Client.

This document is electronically signed as per the provisions of IT Act, 2000

Ananya C S
Ananya C S
02 Apr 2021 07:14:08 PM (UTC+05:30) eSign by SignDesk

Parinitha K P
Parinitha K P
02 Apr 2021 10:16:07 PM (UTC+05:30) eSign by SignDesk

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HRD/3T/20-21/1000835078

October 17, 2020

Ms. Pooja N
Candidate ID: 1000835078
Yadur(P), Hosanagara(T),
Shimoga(D)
Shimoga - 577448
Karnataka
India
Ph: (91) 87626 19115

Dear Pooja,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 27, 2020.**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

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

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Pooja N**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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Infosys Limited, Bangalore

Salary Slip for the month of November 2020

Name : Pooja N
Designation : Systems Engineer Trainee

Employee No	1104815	PF No	PY/BOM/10088/464698
Location	STPI, Mysore	UAN	
Personal Level	3	Bank A/C No	919010093937698

Total Payable Work days	India	Overseas	LOP	Secondment
30.00	30.00	0.00	0.00	0.00

(Amount in ₹)

Earnings			Deductions		
Particulars	Current Period	Year to Date	Particulars	Current Period	Year to Date
Basic Salary	15,000.00	17,419.00	PF Contribution	1,800.00	2,090.00
House Rent Allowance	7,791.00	9,050.00	Professional Tax	200.00	200.00
Medical Allowance	1,120.00	1,301.00	Infosys Welfare Trust	750.00	750.00
Transport Allowance	447.00	519.00	PF Arrears	293.00	0.00
Leave Travel Allowance	1,120.00	1,301.00			
Bonus/Ex-gratia-Advance/Fnf	2,850.00	3,310.00			
Salary Arrears	3,602.00	0.00			
Total	25,930.00	25,930.00	Total	3,040.00	3,040.00
			Net Pay	22,890.00	22,890.00

Salary arrears is towards the salary for the month of Oct'20

Infosys Limited, Bangalore

Projected Annual Tax Statement - November 2020

Name : Pooja N
Designation : Systems Engineer Trainee

(Amount in ₹)

Projected Annual Taxable Income		
Particulars	Year to Date	Projected Amount
Gross Salary	25,930.00	115,242.00
Gross Total Salary		115,242.00
Deductions		51,000.00
Income under the head Salaries		64,242.00
Gross Taxable Income		64,242.00
Chapter VI-A Deductions		9,290.00
Total Taxable Income		54,952.00
Tax to be deducted/(Refund)		0.00

Details of Tax Benefits		
Deductions u/s 16	Maximum	Considered
Standard Deduction	50,000.00	50,000.00
Professional tax		1,000.00
Total		51,000.00
Exemptions u/s 10		Considered
HRA Exemption		0.00
LTA Exemption		0.00
CEA Exemption		0.00
CHA Exemption		0.00
Transport Exemption		0.00
Total		0.00
Chapter VI-A Deductions	Maximum	Considered
80C, 80CCC Deductions (PT, VPF, PPF, LIC, Tuition Fees, Tax Saving MF, Tax Saving FDs, SSY, Housing Loan Principal etc)	150,000.00	9,290.00
80D HIP for self, Spouse, Children	25,000.00	0.00
80D HIP for Parents (INR 25000 in case of Non senior Citizen)	50,000.00	0.00
80CCD (1B) NPS self contribution	50,000.00	0.00
80CCD (2) NPS Employer Contribution	10% of Basic+DA	0.00
80E Interest on higher education loan	NA	0.00
80U Person with disability (40% INR 75000, 80% INR 125000)	125,000.00	0.00
80DD Person with disability dependent (40% INR 75000, 80% INR 125000)	125,000.00	0.00
80DDB Treatment of Specified disease self/ dependant (INR 40000 in case of Non senior Citizen)	100,000.00	0.00
80TTA Interest on savings bank account & others	NA	0.00
Total		9,290.00

Tax on all one time components is deducted on the actual payout at the highest tax slab rate applicable for your taxable income. Applicable Slab rate is determined as per Last month's taxable income + Current month additional/one time Payout

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HRD/3T/20-21/1000833905 October 17, 2020

Ms. Prathiksha
Candidate ID: 1000833905
4-189/1F,

Mangalore - 574145
Karnataka
India
Ph: (91) 80733 17024

Dear Prathiksha,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 27, 2020.**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

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

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Prathiksha**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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Infosys Limited, Bangalore

Salary Slip for the month

Name : Prathiksha
Designation : Systems Engineer

Employee No	1104808	PF No	PY/BOM/10088/464691
Location	MANGSEZUnit2	UAN	101636296866
Personal Level	3	Bank A/C No	919010093937674

Total Payable Work days	India	Overseas	LOP	Secondment
30.00	30.00	0.00	0.00	0.00

(Amount in ₹)

Earnings			Deductions		
Particulars	Current Period	Year to Date	Particulars	Current Period	Year to Date
Basic Salary	15,000.00	45,000.00	PF Contribution	1,800.00	5,400.00
House Rent Allowance	1,791.00	5,373.00	Professional Tax	200.00	600.00
Medical Allowance	1,120.00	3,360.00	Infosys Welfare Trust	250.00	750.00
Transport Allowance	447.00	1,341.00			
Leave Travel Allowance	1,120.00	3,360.00			
BonusExgratia-AdvancePmt	2,850.00	8,550.00			
TPI Incentive	2,500.00	7,500.00			
Total	**24,828.00**	**74,484.00**	**Total**	**2,250.00**	**6,750.00**
			Net Pay	**22,578.00**	**67,734.00**

EPS No.PY/BOM/10088/1927566

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Infosys



Prathiksha

110408

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HRD/3T/20-21/1000835232

October 17, 2020

Ms. Prathvi P Shetty
Candidate ID: 1000835232
Anugraha near kanchanmoolasthana,
Uliyaragoli Village
udupi - 574106
Karnataka
India
Ph: (91) 82770 32891

Dear Prathvi,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 27, 2020.**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

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

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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Leave

You are entitled to Earned Leave right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2020 - 21** will be as follows:

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

Basket of Allowances (BOA)

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

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

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Prathvi P Shetty**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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DXC.technology

28 May, 2020

PRIYANKA G KARKERA
Garadimjal,Udupi

udupi, 576106
India

Dear PRIYANKA,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 11 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

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DXC TECHNOLOGY

Search



PRIYANKA KARKERA (11605170)

Associate Professional Software Engineer

Actions

Email | Team

- Summary
- Job
- Contact
- Compensation
- Benefits

More (4)

Location
IDP01 - DGS-Campus Ph1

Manager
Raghavendra Joshi (60103971)

Job Details

Employee ID	11605170
Supervisory Organization	69999999 DXC () >> 65012817 ITO/Cloud Platforms - Hybrid Cloud 4 (Raghavendra Joshi (60103971)).
Position	71400157 Associate Professional Software Engineer
Business Title	Associate Professional Software Engineer
Job Profile	Associate Professional Software Engineer
Employee Type	DXC - Regular
Time Type	Full time
FTE	100.00%
Location	IDP01 - DGS Campus Ph1
Hire Date	19/06/2020
Original Hire Date	19/06/2020
Continuous Service Date	19/06/2020
Length of Service	1 year(s), 0 month(s), 25 day(s)
Time in Position	1 year(s), 0 month(s), 25 day(s)
Time in Job Profile	1 year(s), 0 month(s), 25 day(s)

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 4452677 /753043,

04/19/2021,

Priyanka Ningaraddi
11, Basavanna Devar Gudi Onti,,At Post:Achamatti, Tq: Savadatti, Dist:Belgaum,,
Belgaum ,Karnataka,
India

Confidential

Dear Priyanka Ningaraddi,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from 04/20/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

B) You will be required to work at the Company's offices in location Bangalore

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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Priyanka Ningaraddi,

Analyst

Total Cost to Company (CTC). **Rs.300,002.00**

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 4,005.00	Rs 48,060.00
Other Reimbursements & Allowances#	Rs. 0.00	Rs.0.00
Personal Allowance	Rs. 5,000.00	Rs. 60,000.00
Advance Statutory Bonus	Rs. 3,064.00	Rs. 36,768.00
Gross monthly salary	Rs.22,069.00	Rs. 264,828.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.5,772.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs. 300,002.00

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Capgemini

CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED

Plot No. 14, Rajiv Gandhi Infotech Park,
Hinjawadi Phase-III, MIDC-SEZ, Village Man,
Taluka Mukhi, PUNE-411 057

Payslip for the month of MAY 2021

All amounts in INR

Emp Code	46075073	Join Date	20/04/2021
Global Id	46075073	Group Join Date	20/04/2021
Emp Name	PRIYANKA NINGARADDI	Date of Birth	31/01/1998
Location	BLR STPI EPIP	Gender	F
Unit Code	FTE	PAN	BREPN3677E
Designation	Analyst / Software Engineer	PF No	
Bank AC No	920010069895795	PF UAN	
Bank AC Name	AXIS BANK LIMITED	EPS NO	
Grade	A4	ESI No	

Standard Days:31 Payable Days:42.00 Loss of Pay Days:0.00 LOP Reversal Days:0.00 Arrear Days:11.00

EARNINGS	MONTHLY RATE	CURRENT MONTH	ARREAR (+/-)	TOTAL	DEDUCTIONS	TOTAL
BASIC	10,000	10,000	3,667	13,667	P.F.	2,460
HOUSE RENT ALLOWANCE	4,005	4,005	1,469	5,474	PROFESSION TAX	200
PERSONAL ALLOWANCE	5,000	5,000	1,833	6,833		
ADVANCE STATUTORY BONUS	3,064	3,064	1,123	4,187		
GROSS EARNINGS		22,069	8,092	30,161	TOTAL DEDUCTIONS	2,660

NET PAY 27,501
(RUPEES TWENTY SEVEN THOUSAND FIVE HUNDRED ONE ONLY)

SUMMARY OF TAX COMPUTATION AS PER OLD REGIME	
GROSS SALARY (EXCL. REIMBURSEMENT)	2,50,851
ADD : PERQUSITIES AND OTHER INCOME	0
LESS : EXEMPT REIMBURSEMENT	0
LESS : DEDUCTION U/s 10	0
LESS : DEDUCTION U/s 16 (STD.DEDUCTION + P.TAX)	52,200
LESS : DEDUCTION U/s 24 (HOUSING LOSS)	0
LESS : DEDUCTION U/s CHAPTER VIA	20,460
NET TAXABLE INCOME	1,78,191
TOTAL TAX PAYABLE	0
TOTAL TAX RECOVERED (INCL. CURR MONTH)	0
BALANCE TAX RECOVERABLE	0

LOP DETAILS

LOP REVERSAL DETAILS

This Computer genereted document, No signature is required. This document contains confidential information.

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Offer: Computer Consultancy
Ref: TCSL/DT20184317220/Bangalore
Date: 12/09/2019

Mr. Rakesh M R
Room No:519, Block A, Kumaradara Boys Hostel, AietShobavana Campus,
Mijar,
Moodabidri-574225,
Karnataka.
Tel# 91-9986180221

Dear Rakesh M R,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹**3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

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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TATA

GROSS SALARY SHEET

Annexure 1

Name	Rakesh M R
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive**		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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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CHANDUSOFT

Offer Letter

Dear Saileela R,
Door No: 3/196, Panchayat Union Primary School, Kagganur (vill),
Krishnagiri (DK), Sevaganapalli (Post) Hosur, Tamilnadu- 635103

With reference to your response and subsequent discussions, We would like to offer you a **Software Engineer Trainee** position in our organization **Hosur Branch** with effect from 30/01/2021 with the following terms.

1. This on-job training aims at basic skills on ASP.Net MVC, C#, MSSQL, HTML, CSS, Javascript, JSON, Angular and Ajax concepts. It may be some or all depending up on the project requirements. It is not classroom training but it is on-job training with help of Video Lectures, Senior People Guidance, Assignments and Limited Participation in real time project tasks based on your skill and interest.
2. There will be a Non-Refundable Training fee of Rs. 25,000/- (Twenty Five Thousand Only). If you leave the training in between this amount will not be refunded.
3. Training period will be for 3 months, the period may extend subject to your performance. If you are not able to work on the project tasks on your own by the end of 3 months the training period will be extended by another 3 months. If you are not able to work on the projects even after 6 months then you will be asked to leave the company. On such termination, you will get the experience letter stating that you had completed the internship. AP Branch employees will be sent back to Chandusoft Technologies Pvt Ltd Vijayawada/Vizag Branch. The designation and the salary will be same as per your last Appointment Letter/Hike Letter issued at Vijayawada/Vizag Branch. You will get relevant Experience/Training Letters on such termination.
4. You are not permitted to take any leave during the training period. If taken leave your training period will be extended.
5. After completion of your training, subject to the company project requirements and your performance during the training period, you will be appointed as a **Software Engineer** with a CTC ranging from 1,50,000 to 2,00,000/- per annum. There will be standard deductions in the CTC as applicable.
6. During the training period the company will not be paying any Stipend or Salary to the trainee.
7. If you get the confirmation, You are not supposed to resign the job for a minimum period of One Year.
8. Chandusoft has the rights to cancel this offer for any reason at any time under disciplinary action, if your attitude is not good. Also, this letter is not the commitment letter offering you a job position in Chandusoft Technologies Pvt Ltd, Hosur. You may or may not be placed as an employee after completion of the training period. Chandusoft need not give any justification in this regard. This letter and the relation expire after six months from the date of joining. If you are selected for the permanent position, you will get the appointment order.
9. To the extent permitted by applicable law, in no event will CHANDUSOFT be liable under any legal theory for any Special, Indirect, Consequential, Exemplary or Incidental Damages, however caused, arising out of or relating to this offer. Under no circumstances shall CHANDUSOFT liability under this agreement exceed the training fee paid.

Received

Agreed and Accepted:

I accept your offer as outlined in this letter, including any subsequent revisions. I understand that this offer is contingent upon successful completion of reference checks and a background check if required.

Name: Saileela.R Signature: Saileela.R Date: 30/01/2021

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

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CHANDUSOFT



Saileela Ravindranath

Emp. ID : **CSTL0767**
Designation : **Software Engineer**
Joining Date : **30-01-2021**
Blood Group : **O+ve**

Ch. Raju

Issuing Authority

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HRD/3T/20-21/1000835027

October 17, 2020

Ms. Shetty Ashika Chandrashekar
Candidate ID: 1000835027
asha house,salvady post,
kalavara village,kundapura taluk
kundapura - 576222
Karnataka
India
Ph: (91) 79968 07317

Dear Shetty,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **October 27, 2020.**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

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

Probation and confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Shetty Ashika Chandrashekar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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Infosys Limited, Bangalore

Salary Slip for the month of January 2022

Name : Shetty Ashika Chandrashekar
Designation : Systems Engineer

Employee No	1104950	PF No	PY/BOM/10088/464757
Location	Park II, Blr	UAN	101636360160
Personal Level	3	Bank A/C No	919010093948825

Total Payable Work days	India	Overseas	LOP	Secondment
31.00	31.00	0.00	0.00	0.00

(Amount in ₹)

Earnings			Deductions		
Particulars	Current Period	Year to Date	Particulars	Current Period	Year to Date
Basic Salary	15,000.00	150,000.00	PF Contribution	1,800.00	18,000.00
House Rent Allowance	1,791.00	17,910.00	Professional Tax	200.00	1,450.00
Medical Allowance	1,120.00	11,200.00	LWF Contribution	0.00	50.00
Transport Allowance	447.00	4,470.00	Infosys Welfare Trust	250.00	2,500.00
Leave Travel Allowance	1,120.00	11,200.00			
BonusExgratia-AdvancePmt	2,850.00	28,500.00			
Night Shift Allowance	5,000.00	10,500.00			
TPI Incentive	2,500.00	25,000.00			
Total	29,828.00	258,780.00	Total	2,250.00	22,000.00
			Net Pay for the month	27,578.00	236,780.00

EPS No PY/BOM/10088/192662

Infosys Limited, Bangalore

Projected Annual Tax Statement - January 2022

Name : Shetty Ashika Chandrashekar
Designation : Systems Engineer

(Amount in ₹)

Projected Annual Taxable Income		
Particulars	Year to Date	Projected Amount
Gross Salary	258,780.00	303,436.00
Gross Total Salary		303,436.00
Deductions		51,850.00
Income under the head Salaries		251,586.00
Gross Taxable Income		251,586.00
Chapter VI-A Deductions		21,600.00
Total Taxable Income		229,990.00
Tax to be deducted/(Refund)		0.00

Details of Tax Benefits		
Deductions u/s 16	Maximum	Considered
Standard Deduction	50,000.00	50,000.00
Professional tax		1,850.00
Total		51,850.00
Exemptions u/s 10		Considered
HRA Exemption		0.00
LTA Exemption		0.00
CEA Exemption		0.00
CHA Exemption		0.00
Transport Exemption		0.00
Total		0.00
Chapter VI-A Deductions	Maximum	Considered
80C, 80CCC Deductions [PF, VPF, PPF, LIC, Tuition Fees, Tax Saving MF, Tax Saving FDs, SSY, Housing Loan Principal etc]	150,000.00	21,600.00
80D HIP for self, Spouse, Children	25,000.00	0.00
80D HIP for Parents [INR 25000 in case of Non senior Citizen]	50,000.00	0.00
80CCD (1B) NPS self contribution	50,000.00	0.00
80CCD (2) NPS Employer Contribution	10% of Basic+DA	0.00
80E Interest on higher education Loan	NA	0.00
80U Person with disability [40% INR 75000, 80% INR 125000]	125,000.00	0.00
80DD Person with disability dependent [40% INR 75000, 80% INR 125000]	125,000.00	0.00
80DDB Treatment of Specified disease self/ dependent [INR 40000 in case of Non senior Citizen]	100,000.00	0.00
80TTA interest on savings bank account & others	NA	0.00
Total		21,600.00

Tax on all one time components is deducted on the actual payout at the highest tax slab rate applicable for your taxable income. Applicable Slab rate is determined as per Last month's taxable income + Current month additional/one time Payout

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December 4, 2020

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Tanvi Shridhar Shetty

We are pleased to offer you the position of Technical Support Associate, in band 3 at IBM India Pvt Ltd(IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e December 8, 2020. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3,Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

IN_16_8482558R_5423412

H. O. D.
Dept. Of Information Science & Engineering
Aiva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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HERAIZEN

LETTER OF EMPLOYMENT

Date: 8 Nov 2019

Dear Shreesha B,

It is our pleasure to extend this offer of employment to you on behalf of Heraizen Technologies. You are expected to join us within ten days of completion of your course as **Software Engineer** with an annual remuneration of Rs.3,00,000 (Rupees Three Lakh only) subject to satisfaction of the terms of employment which is attached with this employment offer.

You are requested to sign both the Letter of Employment and Terms of Employment, signifying your acceptance of the same.

We look forward to a very fruitful association with you.

Sincerely,

Venkatesh C S
Vice President

Accepted

Name: Shreesha B

Signature with Date: 12/11/19

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

HERAIZEN Technologies Pvt. Ltd. 4011 - 4012, Ayyappa Arcade, 80 Feet Road, Hosakerehalli Cross, BSK III Stage, Bangalore 560085
Tel: +91 80 4120 4683 / 4120 4902 CIN: U72200KA2017PTC102424

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Date: **01-Oct-2020**

Ref. No.: RT1/EEI/2021/0625

Mr. Sushanth S
S/o Mr. Shankara Suvarna
13-67, Near Railway Bridge
Kunjibettu Post, Shivalli, Santhekatte
Udupi – 576 105

Dear Sushanth

APPOINTMENT LETTER

Robosoft Technologies Private Limited (the "**Company**"), having its office at 217, NH 66, Santhekatte, New Udupi - 576 105, is pleased to appoint you as **Trainee Software Engineer (Band – B)**, effective from **01-Oct-2020** on the following terms and conditions

1. Appointment and Reporting

1.1 Your initial place of posting will be at **Robosoft Technologies Pvt. Ltd.**, Registered & Corporate Office, 217, N.H.17, Santhekatte, New Udupi – 576 105. However, at the sole discretion of the Company, you will be liable to be transferred/deputed from office of the Company to another anywhere in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern including to any of Company's affiliates, associates, group companies and/or entities in which the Company may be having any interest whether existing or which may be set up in the future. You shall abide by any legal requirements of the country where you are transferred, to carry on and promote Company's business.

1.2 Your appointment is subject to any background checks, if any, to be conducted by the Company. If the results of your background check reveal information that is inconsistent with our standards, this appointment may be rescinded or your employment with the Company may be subject to immediate termination.

2. Training

On joining the Company, you will undergo an orientation programme on various technologies, at our Office. At the Company learning is a continuous process and the Company makes substantial investment on training, for the benefit of its employees. You shall be given training, as and when required, to enhance your knowledge base, and to keep you abreast of the latest technologies. These trainings will ensure that your skill sets are in tune with the Company's business requirements and you are capable of undertaking the tasks that may be assigned to you. Therefore, these trainings will be of immense value to you as a professional, and it would be in your interest that you take the training seriously and acquire the required skills. Thus, the training and the tasks assigned to you form a critical part of your employment with the Company. It is your commitment and dedication towards due completion of the tasks assigned, decide your progress in the Company.

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

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Date: 01-Oct-2020

Ref. No.: RT1/EEI/2021/0025

ANNEX - 1

Dear Sushanth

This Annex covers other terms of your appointment and benefits available to you.

1. Terms of Service

a. Joining and Appointment

At the time of your joining, you are required to submit proof of your permanent address, for our records. This can be in the form of Passport or Aadhar card. In case, there is any change in the permanent address due to any reason in the future, you are required to inform the same to the Company immediately.

You would also be required to execute a Service Agreement in the prescribed format.

b. Salary Structure

Your Compensation Package, on CTC (Cost to Company) basis, shall be Rs.3,50,000, per annum, as detailed below:

Sl No.	Component	Amount in Rupees per annum	Description
1	Basic Salary	180,000	Paid monthly
2	House Rent Allowance	5,000	Paid monthly
3	Conveyance Allowance	19,200	Paid monthly
4	Medical Re-imbursement	15,000	Paid monthly
5	Food & Refreshments	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	15,000	Paid monthly
7	Other Allowance	32,546	Paid monthly
	Annual Gross Salary (Total of components 1 to 7)	278,746	
8	Provident Fund (Employer's Contribution)	21,600	Employer's contribution, paid monthly
9	Medical Insurance Premium	6,000	Paid directly by the Company
10	Gratuity	8,654	Paid directly by the Company
	Total Fixed	315,000	
11	Variable Pay	35,000	Paid at the end of the year based on **Individual** performance
	Total CTC per annum	**3,50,000**	

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amazon

AMAZON SELLER SERVICES PVT LTD

Payslip For : JUN-2021

Amount in INR

Employee Code	109529927	EMPLOYEE NAME	Tanaz Shaikh
Bank	MAHB	Bank A/c No	60077512616
DOJ	05 Apr 2021	LOP days	0
PF A/c No	BGBNG00447190000023793	STD Days	30
PF UAN	101684369323	No. of Days Paid	30
Department	GBS Capability Team	Designation	BCT Senior Support Specialist
Location	BANGALORE	Previous Month LOP	0
ESI No			

Earnings	No of Units	Earned	Deductions	Amount
Basic	1.00	15,000.00	PF Employee Cont.	1,800.00
House Rent Allowance		6,200.00	Professional Tax	200.00
Overtime 2.0 Amount		265.00		
Transportation Allowance		4,000.00		
GROSS EARNING		**25,465.00**	**GROSS DEDUCTIONS**	**2,000.00**
		NET PAY	**23,465.00**	

Employer Contribution	No of Units	Earned	
PF - Employer Contr.		1,800.00	

Important Notes

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

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SLK Software Pvt. Ltd.,

"SLK Green Park", SEZ UNIT – II, 4th, 5th, 6th & 7th Floor, Tower A,

Amin Properties LLP SEZ, Sy No 19, 20, 20/1,

Pujanahalli Village, Devanahalli Taluk, Bangalore Rural - 562 110, Karnataka (India).

Tel: +91 80 4180 5721/ 6690 4721, +91 80 4050 1921.

SLK85883

Date:02/09/2021

Private and Confidential

Mr./Ms. Nithin M
Nithin M,Kumar Layout,Indlabele Village,Attibele Hobli,Anekal Taluk
BANGALORE - 562107

We are delighted to welcome YOU to an organization with the Freedom to Succeed. You will be an integral part of a high energy & dynamic work environment. We believe in deep & enduring relationships and welcome you to excel, learn, grow and build an enriching & rewarding career with us. The following points outline the offer details.

1. **Training & Probation**: You will be on training & probation for initial period of **12** months from the date of joining.
2. **Offer Details**: We are pleased to offer you the position of **"Trainee - Software"**, Grade **T1**. Your total Cost to Company(CTC) inclusive of all benefits is **INR 320,000.00/- (Rupees Three Lakh Twenty Thousand Only)**per annum. This is subject to deduction of tax at source, in accordance with the prevailing IT laws. Your compensation details are detailed in Annexure 1.
3. **Training Agreement**: You are required to sign an agreement to serve the company for a minimum period of **2** years from the date of joining.
4. **Offer Validity**: This offer is valid till **02/11/2021.** Kindly ensure that you confirm your acceptance of the offer in writing, on or before **02/12/2021**. The offer stands null and void thereafter, unless the offer acceptance date is extended and communicated to you in writing. This offer supersedes all prior communication, written and oral.
5. **Offer Conditions**: This offer and your subsequent employment is subject to your successful completion of Background check as detailed in the attached Terms and Conditions document.
6. **Date of Joining**: Your tentative date of joining is **02/11/2021.**
7. **Location**: Your work location will be **Bangalore Rural, India**.

Please refer to the enclosed document on "Terms & Conditions of Employment", applicable upon your employment. Please Sign and handover the copy along with this offer letter. We wish you a long & successful tenure with us and looking forward to working with you.

Best regards,

N. Sangeetha Ponnappa

N Sangeetha Ponnappa (AVP - HRM)

Date:02/09/2021

NITHIN M

Date:02/09/2021

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

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NITHIN

EID NO:110039



NITHIN M

SLK

Emergency No: 9686670648

Blood Group: O+ve

Zoho Sign

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Zoho Sign Document ID: DKFTILFBJWXTJLTDUWKK-ZMTAQ4OMQOZI5SGHKSGF5O

TECNOVOS

THE **EMERGENT FUTURE** DELIVERED

To,

RACHANA T

1972

Tecnovos Technologies LLP

Bangalore - 560042

1 July 2020

SUB: APPOINTMENT LETTER

Dear Rachana ,

In pursuance to your discussions with **Tecnovos Technologies LLP** (**"Tecnovos" / "Company" / "We" / "Our"**), we are pleased to offer Rachana T (**"You"/"Your**") the position of **Junior Engineer - Test** with Tecnovos. The terms and conditions of your employment are as specified hereunder.

I. Terms and Conditions

1. Your designation will of Junior Engineer - Test.

2. You will receive an annual remuneration of **INR 3,00,000/- (Indian National Rupees INR Three Lakh Only).** These details are more fully described in **Schedule - 1** of this Appointment Letter. Tecnovos will be entitled to deduct any such amount from your remuneration required to be deducted and paid towards any relevant government tax or duty, at its sole discretion.

3. Subject to Your acceptance of this Appointment Letter and returning to us a signed version of the same, your joining date will be **1 July 2020.**

4. You will report to your supervisor on all working days through video conferencing, or at such working location instructed by your supervisor, and adhere to reporting requirements as notified by your supervisor and/or Tecnovos from time to time .

5. You will be available on all working days. Currently, You will be required to work from home or any other location as directed by your supervisor and/or Tecnovos. You will be required to be available on call. You will notify your supervisor in case you are unavailable during working

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TECNOVOS

THE **EMERGENT FUTURE** DELIVERED

SCHEDULE - 1

Salary Structure

Annexure - 1		
Name	**Rachana T**	
Fixed	**Yearly**	**Monthly**
	300000	**25000**
Earnings		
Basic	120000	10000
HRA	48000	4000
Conveyance	19200	1600
Special Allowance	98400	8200
Gross Earnings	**285600**	**23800**
PF - Company	**14400**	**1200**
Total Earnings	**300000**	**25000**
Deductions		
PF	14400	1200
PT	2400	200
TDS	As Applicable	As Applicable

Note:
1. "TDS" will be deducted as applicable as per Income Tax Act as per FY
2. Deductions may be due to Attendance Policy or unapproved leaves, LOP, the same will be calculated on the said basis.
3." Any Recoveries" Deductions can also be applied as per any recovery policy'
4. For clarifications please contact HR Desk at hrd@tecnovos.com

Acceptance by Employee

I, **Rachana T** hereby accept the offer of my employment with Tecnovos Technologies LLP, on the terms and conditions and salary structure set out above.

Signed: Rachana T

Date: 1 July 2020

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4:14

OUT

Rachana T

rachana.t@tecnovos.com

PROFILE TEAM

ABOUT ME

1972

Technology - Tester

9844675543

rachana.t@tecnovos.com

General

IST (GMT+05:30)

Bangalore

REPORTING TO

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DXC.technology

30 Oct, 2020

Tanuja H Benakatti
#65 Sri Kanteshwara Nilaya,4th main Shiv Shankar layout

Bangalore, 560064
India

Dear Tanuja,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Senior Assistant Help Desk Technician at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 17 Nov; 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross Salary will be INR 290,000.00 per annum.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 155,237.00.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.5 Insurance
The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization

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Mijar, MOODBIDRI - 574 225

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INDEVOR SOFT-TECH LLP

Shri Thirumala, Nandigudda, Chanthar, Brahmavara, Udupi-576213

Employee Name:	Akshay Shenoy	**Month / Year**	January / 2022
Department	Site360	**Bank:**	CANARA BANK
Designation:	Engineer	**A/C No:**	0152 2210 015 734
Joining Date:	01.08.2021		

Details		**Deduction**	
Salary	16,000	PF Employee Contribution	1,800
		ESI Employee Contribution	120
		Profession Tax	200
Total	**16,000**	**Total Deduction**	**2,120**
Bank Deposit	**13,880**		

Amount in words: Thirteen Thousand Eight Hundred Eighty Only

For INDEVOR SOFT-TECH LLP

PARTNER

INDEVOR SOFT-TECH LLP BRAHMAVARA 576 213

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

S3 GROUP

12/January/2022

To,

Mr. Pavan R
S/o of Ramu B
11, 1st cross, kuvempu layout,
K C street, Thirthahalli, shivamogga
Pincode : 577432
Aadhar Number: 410349449035

Dear Mr. Pavan R

We are pleased to confirm our offer of employment to you as **WMS Consultant- Trainee** at **S3 Group India LLP** from **17 January 2022**. Your start date cannot be beyond **17 January 2022**. At S3 Group, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Compensation —Your fixed annual salary will be INR 216000/- per annum CTC. (INR Two Lakhs Sixteen Thousand only- Cost to Company). Detailed break up is given in Appendix-I.

Employment Duration – You agreed to serve the company for a period of 2 years from the date of completion of probation and employment confirmation.

Location —Your office assignment will be based in Bangalore, India however the Company may require you to travel to other Company locations and to customers' sites both, inside or outside India.

Annual Leave/Public Holidays — You will be eligible for 12 working days of vacation excluding public holidays. You will be eligible for 6 days sick leave per annum.

In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice.

During the period of this employment you should not draw, accept or endorse any check or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

Non-Competition — In the event that you leave the Company either initiated by yourself or the Company, you shall not recruit any employee from the Company or join Company's clients or any client you were introduced to while at S3 Group or S3 Group's India Operations for a period of 24 months commencing the last day of your employment with the Company.

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Alva's Institute of Engineering & Technology
Mijar, MOODBIDRI - 574 225

S3 GROUP

Appendix-I

	ANNUAL	MONTHLY
CTC	**216000**	**18000**
Basic Salary	108000	9000
House Rent Allowance	43200	3600
Special Allowance	40560	3380
Company's PF Contribution	24240	2020
ESI	8080	673
Employee Health Insurance	5197	433
Total Salary	**216000**	**18000**

Pavan.R
Employee Name

Employee Signature

End of the page

BYJU'S

Offer Letter

Date: 05/02/2021

Dear **Sunny Ramniwas Sharma,**

We congratulate you on the successful completion of the Fixed Term Traineeship with us. Upon evaluation of your performance, we would like to offer you the position of Inside Sales Associate - Sales, under Regular Employment w.e.f **08/02/2021**.

The details of your employment will be as follows:-

Department	: Business Development
Designation	: Inside Sales Associate - Sales
Role Location / Work Location	: ISA Bangalore
Virtual Onboarding Date	: 08/02/2021
Employment Type	: Regular

Compensation Details

Fixed Compensation	: 500000 INR
Variable Compensation	: 300000 INR

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

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

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

You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued on the date of joining.

You are requested to join the services of the Company by no later than **08/02/2021**, failing which you may please consider the offer to be withdrawn.

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

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

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:



This is a system generated confirmation letter that does not require an authorized signature.

Think & Learn Private Limited
IBC Knowledge Park, 4/1, 2nd Floor, Tower D,
Bannerghatta Main Road, Bengaluru, Karnataka -560029
E-mail: info@byjus.com | Tel. No: +91 80668 36800
CIN : U80903KA2011PTC061427
www.byjus.com

Payslip for the month of February 2021

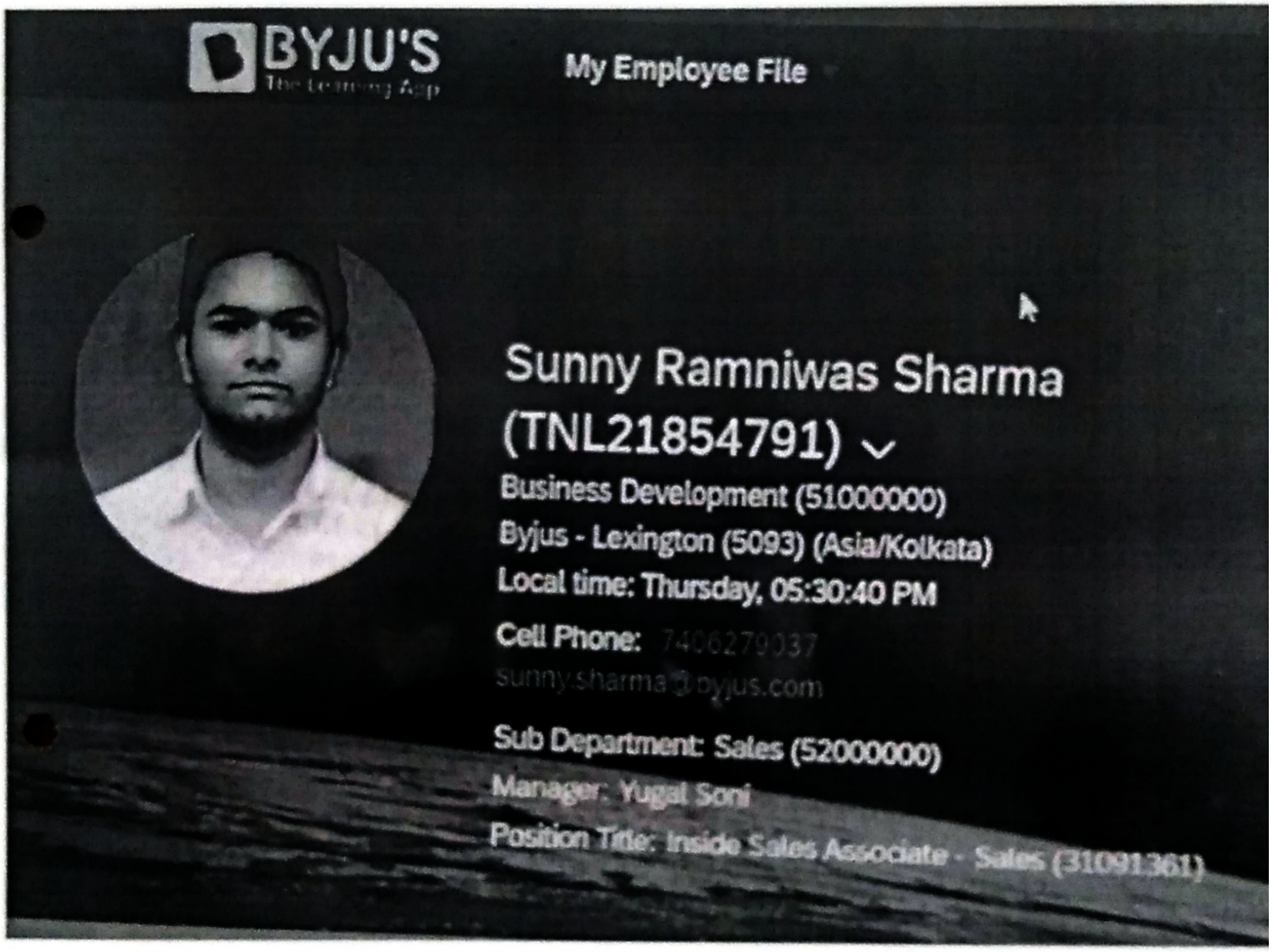
Employee Code	: TNL21854791	**Payment Mode**	: Bank Transfer	**Working Days**	: 21.00
Employee Name	: Sunny Ramniwas Sharma	**Bank Name**	: Canara Bank	**Payable Days**	: 18.00
Department	: Business Dev.	**Bank Account**	: 5268101012944	**LOP Days**	: 3.00
Date of Joining	: 08.02.2021	**PAN Number**	: ISUPS7228J	**ESI Number**	:
		PF Number	: PY/BOM/60674	**UAN**	:

EARNINGS	STANDARD	ACTUAL AMOUNT	DEDUCTIONS	ACTUAL AMOUNT
Basic	20,833.00	13,392.64	Ee PF contribution	1,350.00
HRA	10,417.00	6,696.64	Prof Tax - Full period	200.00
Statutory Bonus	1,400.00	900.00		
Medical Allowance	3,000.00	1,928.57		
Conveyance Allowance	4,000.00	2,571.43		
Special Allowance	217.00	139.50		
Total :	39,867.00	25,629.00		1,550.00

CURRENCY : INR
NET PAY : 24,079.00
AMOUNT IN WORDS : TWENTY FOUR THOUSAND SEVENTY NINE RUPEES

Salary details :
Fixed Annual Salary : Rs 500000.00 Variable Annual Salary : Rs 300000.00 CTC Effective date : 08.02.2021

This is a system generated payslip and doesn't need a signature


BYJU'S
My Employee File
Sunny Ramniwas Sharma
(TNL21854791)
Business Development (51000000)
Byjus - Lexington (5093) (Asia/Kolkata)
Local time: Thursday, 05:30:40 PM
Cell Phone: 7406279037
sunny.sharma@byjus.com
Sub Department: Sales (52000000)
Manager: Yugal Soni
Position Title: Inside Sales Associate - Sales (31091361)

(17)

MSys

Jan 3, 2022

Mr.Harikrishna Raju,
New micolayout, 18th cross road,
Begur, Electronic city
Bangalore - 560068

DearHarikrishna Raju,

MSys TechIndia Private Ltd. (referredto as MSys), is pleasedto offer you employment as **Software Engineer, Bangalore.** Thepurpose of this letter is to describe the general terms and conditions of your employment with MSys Tech India Private Ltd, Chennai. with effect from**Jan 3, 2022.**

JOB RESPONSIBILITIES
Your job will have such responsibilities as discussed with you during your interviews. The position will also include other related duties and responsibilities that may be assigned to you by your supervisors.

SALARY AND DESIGNATION
Your Designation is **Software Engineer,** and the remuneration details are stated in the Annexure mentioned below.

BENEFITS
Youwillbeeligibleforbenefitscommensuratewiththebenefitsofferedtoallother MSysemployeesofasimilar status,subjecttoanyapplicablerestrictions orwaitingperiods.Benefitsinclude:

- Medical Insurance
- Food Plus Card

MSys's policies and plan documents will govern benefits provided to employees. The benefits described in this letter are providedfor informational purposes only. At MSys's discretion, policies and benefits may be changed and this letter does not establish anyvestedrightsinbenefits. Ifyouhavespecificbenefitsquestions,pleasecontact HRforanyneededinformation.

EMPLOYMENTELIGIBILITY
This offer of employment is contingent upon showing of your original education credentials and experience certificates. In addition, this offer is contingent upon satisfactory completion of a reference check.

come of the background verification process. If any of the pre- and post-employment verification report is found to be negative, MSys Technologies reserves the right to terminate the employment service of the concerned employee, at any moment.

It is MSys's policy not to infringe upon the proprietary information, trade secrets, or confidential information of third parties. In addition, it is MSys's policy not to interfere with third parties' contractual or business relations. Therefore, we also write to confirm that you have represented that you are not presently under any contract or agreement with any party that would prevent you from performing the duties assigned by MSys, and that you are not subject to or in breach of any agreement, including any agreements concerning trade secrets or confidential information owned by any other party.

Finally, we write to confirm that during the course of your employment, you will not use or disclose any confidential information or trade secrets of any former employer or third party unless authorized in writing by the former employer or third party.

As a condition of your employment, you will be required to sign an Employee Covenants Agreement containing, among other things, nondisclosure, non-solicitation and non-competition provisions when you begin work with MSys.

Harikrishna Raju,MSys is a company that grows and is enriched by the contributions of itsemployees, and we look forward to your continued enthusiasm. We believe that your employment with MSys will be both personally and professionally rewarding.

ForMSysTechIndiaPvtLtd,

Kathirvel Ayyasamy

Digitally signed by Kathirvel Ayyasamy

Jan 3, 2022

KATHIRVEL AYYASAMY
DIRECTOR – TALENT ACQUISITION

Accepted:

By: _____

Name:**Harikrishna Raju**

Date: _____

MSys

ANNEXURE

NAME :**Mr.Harikrishna Raju**

CURRENTPOSITION :**Software Engineer**

PARTICULARS	MONTHLY(INR)	ANNUAL(INR)
BasicSalary	20419	245028
HRA	10210	122520
Mobile & Internet Reimbursement	2000	24000
Newspaper & Books Reimbursement	500	6000
LeaveTravelAssistance	2500	30000
Non-Transferrable Meal Voucher*	2000	24000
SpecialAllowance	16633	199596
BASE SALARY	54262	651144
MedicalInsurancePremium**		15000
ProvidentFund		21600
Gratuity		12252
ANNUALCOMPONENT		48852
COSTTOCOMPANY	58333	700000

Non-Transferrable Meal Voucher *- NTMV provides you to avail income tax exemption benefit up to INR 2000/- per month or up to your entitled amount, whichever is lower. In case if you want cash in exchange of the existing NTMV, you will have to give such request by mail to your HR department.

Medical Insurance Benefit ** -You can opt for a Group Medical Insurance policy worth up to INR 5 Lakhs. Under this policy, along with yourself you can cover your spouse, up to 2 children and parents. The premium paid for the same is exempted under Section 17 of Income Tax up to a limit of INR 25,000/-. The details of the policy will be given separately.

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

JBM OGIHARA AUTOMOTIVE INDIA LIMITED
Building No. 6, Onsite Supplier Park,
Plot No. 1, Toyota Kirloskar Motor Pvt. Ltd.,
Bidadi Industrial Area, Ramanagaram District,
KARNATAKA - 562 109. INDIA
CIN : U27100DL2009PLC187584
GST No : 29AACCJ1334P1Z9

Ogihara JBM Group

(14)

Ref. No.: JOAI/HR/MH/2021-96

26th July, 2021

Mr. Chinmaya G.A.,
Korlakunte (Post),
Parashurampura (Hobli), Challakere (Tq),
Dist. Chitradurga – 577538 (KA)

Dear Mr. Chinmaya,

1. With reference to you application and subsequent interview you had with us, we are pleased to offer you a position of **GET** in **Production "Weld" Department** in our organization on the terms & conditions mutually discussed and agreed to.

2. Please note that the regular letter of engagement stipulating detailed terms and conditions of your engagement will be issued to you after joining duties with us.

3. However, in the meantime, you are required to undergo and clear a medical check-up at a medical Centre approved by the company.

4. Also, please arrange to submit the following documents to the Personnel Department of the company on joining duties:
   - Passport Size Photographs – 6 Nos.
   - Proof of Date of Birth, Matriculation Certificate.
   - All Educational Certificates.
   - Copy of Pan Card/Aadhar card/Passport
   - Address Proof (Electricity bill, Ration card, Gas bill, water bill etc.)

5. This **offer is valid till 02.08.2021,** you are required to join your duties **on or before** this date at the address mentioned below:

   M/S JBM Ogihara Automotive India Ltd.
   Onsite Supplier Park – Building No.6, **Toyota Kirloskar Motors Pvt. ltd.,** Plot No. 1, Toyota Gate No. 5, Bidadi Industrial Area Ramanagara Distt., Bidadi, Bangalore – 562109.

6. On arrival, please contact **Mr. Manjunath.H** in HR department.
7. The employment will be subject to medical fitness.

Thanking You,

For JBM Ogihara Automotive India Ltd.

Manmohan Singh Rawat
Chief Executive Officer



H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Tech.
Mijar, MOODBIDRI - 574 225

PAN : AARFP544ZL
Service Tax No : AARFP5442LSD001

PHOENIX
INDUSTRIAL & CORPORATE
SAFETY SOLUTIONS
Corporate Member of National Safety Council (India) under the category
"Professional Institutions / Research Bodies"
☎ 0824- 3561674/ +91 9980256949 ✉ carmalhill@gmail.com

Mangalore
31-07-2021

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. SHAIK MOHAMAD SAFWAN** has worked as a Safety Officer in our firm since 06th June 2020 to 31st July 2021.

During this period his work is appreciable. He possesses strong communication skills and analytical abilities that have strengthened his performance as an employee. He undoubtedly possesses the drive, determination and intellectual ability to excel in a challenging organization. He is punctual at his job and his behaviour was good.

We wish him all the best for his future endeavors.

For PHOENIX
INDUSTRIAL & CORPORATE
SAFETY SOLUTIONS

Partner

nebosh

NEBOSH International General Certificate in Occupational Health and Safety

This is to certify that

Shaik Mohamad Safwan

was awarded this qualification on

08 April 2021

Les Philpott
Chair

Dee Arp
Accountable Officer

Master log certificate No: 00573742/1218496

SQA Ref: R630 04

The National Examination Board in Occupational Safety and Health
Registered in England & Wales No. 2698100
A Charitable Company Charity No. 1010444

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Gmail

Gurushanth B Vaggar <gvgr.aiet@gmail.com>

Fwd: Manoj HS

1 message

Praveen K C <praveenkc@aiet.org.in>
To: Gurushanth B Vaggar <gvgr.aiet@gmail.com>

Sun, Feb 6, 2022 at 2:44 PM

---------- Forwarded message ---------
From: **Manoj Kiccha** <kicchamanoj19@gmail.com>
Date: Fri, 4 Feb 2022, 10:20 pm
Subject: Manoj HS
To: <praveenkc@aiet.org.in>

Hi, Manoj HS,

Hearty Congratulations !!

NoBroker team is looking forward to you being part of the NoBroker family as **"Relationship Manager"** Your confirmed date of joining is **"13-Dec-21"**

Your annual CTC will be **4,27,596 /-** per annum (without meal allowance & Gratuity)

CTC Breakup	
Annual CTC	4,27,596
Fixed CTC	2,47,596
Variable CTC	1,80,000 (15,000 monthly performance-based incentive)
PF	3600
PT	200
Take Home (Approx.)	16,833

our PDF Offer Letter will be shared via darwinbox in a separate email within your joining date. PFA file to accept the same FYR.

As part of the process, you need to accept the offer by acknowledging this email.

Please find the checklist documents to be kept ready (**Soft Copy only**) **before your DOJ** for smooth onboarding.

1. **Education Documents** (10th, 12th, Graduation/Post Graduation)
2. **Employment Documents (If Applicable)**
   - Relieving Letter / Experience Letter of all Companies
   - Last Company 3 months Salary Slip / Bank Transaction.

3. Cancelled Cheque / Bank Pass book Front page

4. ID Proof (Aadhaar,PAN,Voter ID & Driving License)

Important Note:

1.
   - **No leaves will be provided during training.**
   - **No long leave (more than 2 days) in the next 3 months.**
   - **NoBroker follows a 6-day working policy, Week Offs will be Rotational and Fridays, Saturdays and Sundays are compulsory work-days.**
   - **A meal allowance is a benefit extended by the company free of cost as part of the employee benefits program. For accounting purposes, a value of INR 2500 is additionally added to the gross salary of the employee over and above the gross salary agreed upon with the respective employee. Employee's take-home remains the same as committed to them prior to onboarding.**
   - **As per your confirmation, you have a Laptop/Desktop with strong Internet connectivity, which won't be a hindrance during the Work process.**
   - **In case any employee resigns then he/she needs to serve 1 month notice period to the company, or payment in lieu of notice is applicable.**
   - **Any kind of documents found missing / non-reliable will lead to immediate revoke of the offer letter.**
2. **You are supposed to resume from the Office for Onboarding formalities on the day of your joining. Our onboarding meeting starts at 10:00 AM sharp on the date of joining.** If failed to report on time, your onboarding will be considered on hold and it will be rescheduled to the next available day as per the confirmation received from the concerned HR.
3. **Employees are expected to follow the dress code policy:**
   Mon-Thur - Formals are compulsory.

Thanks & Regards
Waseem P
Manager - Human Resource

Brokerage Kyun Dena
NoBroker.com Hai Na



H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

ThermoFisher
SCIENTIFIC

The world leader in serving science

EMPLOYMENT CONTRACT

Between

Ashrith Kumar J

S/O Jogu Kulal Yaksharaksha Mavinakadu, Rattadi Post and Village, Kundapura Tq, Udupi Dist, Udupi, Karnataka 576227 India

And

PPD PHARMACEUTICAL DEVELOPMENT INDIA PRIVATE LIMITED

7th, 8th and 9th Floor, Valence Block, Prestige Tech Park-3, Sarjapur - Marathahalli, Outer Ring Road, Kadubesanahalli, Bengaluru, 560103 India

20-Jan-2022

Personal & Confidential
Ashrith Kumar J
S/O Jogu Kulal Yaksharaksha Mavinakadu,
Rattadi Post and Village,
Kundapura Tq, Udupi Dist,
Udupi, Karnataka 576227
India

Dear Ashrit

I am delighted to write on behalf of PPD and offer you the position of Trainee, commencing on 24-Jan-2022. The terms of the offer are as laid out in the attached Contract of Employment.

The enclosed Employment Contract contains the terms and conditions applicable to your appointment at PPD.

PPD is now part of Thermo Fisher Scientific and will be referred to as the Clinical Research Group. Over the coming year, as part of Thermo Fisher Scientific, we will be working towards aligning our job titles and levels with the overall company structure. As a result of this review, your company job title and level may be adjusted, but it will not impact your overall level of responsibility within the Clinical Research Group'

As an employee of PPD, you may acquire confidential information or materials provided either by the company or our sponsors. Generally, any information or materials provided by sponsors or related to the business procedures of PPD, have not been made public by PPD or the Sponsor and are considered confidential. You agree that during and for a three-year period immediately following the termination of your employment, all materials and information provided by PPD and all sponsors contracting services from the company will be kept strictly confidential and will not be disclosed to any person except responsible employees of PPD on a strictly "need to know" basis.

You represent and warrant that all the information you provide to the Company is true, correct, accurate, and current as of the date you provide such information. False or misleading information given to the Company during the interviewing process are grounds for terminating this offer letter or, if discovered after employment, for terminating employment.

Yours sincerely

Rollince Peter
Associate Director, Human Resources

Please sign and return one copy of this agreement to confirm your acceptance of these terms.

Signed ..... Date .....

ARTICLE 14: COUNTERPARTS

This Agreement may be executed in two or more counterparts, each of which when signed shall be deemed to be an original, but all of which together shall constitute one instrument.

ARTICLE 15: GOVERNING LAW AND DISPUTE RESOLUTION

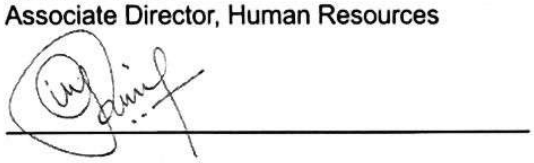
15.1 This Agreement shall be governed by and interpreted in accordance with Indian law.

15.2 The Parties accept the exclusive jurisdiction of the courts at New Delhi in respect of any matters or disputes arising under or in connection with this Agreement.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement, the day and year first above written, which shall be applicable as of its execution by both of the Parties.

PPD PHARMACEUTICAL DEVELOPMENT INDIA PRIVATE LIMITED

By : Rollince Peter
Title : Associate Director, Human Resources

Signature : 

The Employee

Name : Ashrith Kumar J

Signature _____

SCHEDULE – I

BASIC SALARY AND PERQUISITES

Monthly Components	
Basic	INR 18,334
House Rent Allowance (HRA)	INR 7,334
Special Allowance	INR 1,771
Leave Travel Allowance	INR 1,467
Total Gross Salary p.m	**INR 28,906**
Meal Allowance-Meal Card	INR 1,100
Total Gross Salary including Meal Allowance	**INR 30,006**
Annual Components	
PF PPD contribution	INR 21,600
Diwali Bonus*	INR 18,334
Annual Salary	**INR 4,00,000**
The Gratuity contribution is not included in the above new break down. Employee will be eligible for gratuity as per the Gratuity act and the gratuity amount is paid over and above the Annual salary.	

PPD Bonus (Discretionary paid in March): Based on individual & company performance.

***Bonus payments will be pro-rated if less than 12 months service at time of payment. Full details of eligibility can be found in the employee handbook.**

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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OMKAR CONSULTANCY SERVICES

16/A, Prathamesh Co-op.Hsg. Soc.Ltd. Shop No. 6, Mhada Colony, Andheri (East)
Mumbai - 400 093. Tel : 022-28323560 Email : ocs.consultancy@gmail.com

January 17th, 2022

Mr. Rohith Shetty
Chintamani C.H.S.,C-21,
Sector -18,Nerul,
Navi Mumbai ,
Maharashtra – 400 706.

Subject: Offer for the Position of "Production Planner"

Dear Rohith,

We are pleased to offer you the position of " **Production Planner (ST1/S)** " in our organization as per the following details.

Date of Joining : On or before 24th Jan,2022.

Joining Location : **Jewelex India Private Limited-Seepz, Andheri East, Mumbai-400096**

Salary : As mutually agreed, you will be paid as per Cost to Company. The detailed of CTC break-up in **"Annexure A"**. Appointment Letter will be provided to you at time of joining. All payments are subject to deductions as per Income tax rules.

Your employment with us will be subject to receiving all the documents as per **Annexure - B.**

This offer is valid on or before the above-mentioned joining date & subject to the submission of the accepted signed copy of the resignation letter from your current organization within 3 working days from the receipt of this letter.

Please sign the duplicate copy of this letter as a token of your acceptance On joining the Company, you will be issued an appointment letter explaining the terms and conditions along with your job responsibility.

We wish you a very fruitful career and growth in our organization.

Thanks & Best regards,

For Omkar Consultancy Services

OMKAR CONSULTANCY SERVICES Mumbai

Authorized Signatory

I accept the above terms and conditions

Rohith Shetty

Signature of the Candidate

Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, Mudbidri, Mumbai

DXC.technology

6 Jun, 2020

VIKAS D S

Dear VIKAS,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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 DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Jun 13, 2020 00:29 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Vikas DS

DXC.technology

6 Jun, 2020

VIKAS D S
4th cross ramanuja road mysore

Mysore, 570004
India

Dear VIKAS,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 11 Jun, 2020.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at DGS-Campus Phase-1, HP Avenue, 39/40, Hosur Road, Konappana Agrahara, Electronics City, Bengaluru, 560100, at 9:00 AM to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross salary will be INR 342,857.00 per annum and Total Gross Salary inclusive of incentive compensation (at an indicative payment of 100%) will be INR 360,000.00*.

*Subject to deduction of the statutory liabilities, if any.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00. .

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

DXC.technology

provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

11. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Lokendra Sethi
Lokendra Sethi (Jun 13, 2020 00:29 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

FOR Employee

Name : VIKAS D S

VikasDs

EIT SERVICES INDIA PRIVATE LIMITED
Digital Park, Plot No.39-40
Konappana Agrahara, Electronics City
Hosur Road, Bangalore - 560100

PAYSLIP FOR THE MONTH OF MAY 2021

Emp Code	11605649	**Emp Name**	VIKAS D S		
Department	27 Associate Professional (IC)	**Cost Center**	INES504908	**PF No.**	PYBOM0013015000107 0702
Location	Bangalore	**Designation**	Associate Professional Software Engineer	**ESI No.**	
Date of Birth	03-10-1998	**Bank A/c No**	50100311527527	**Pan No.**	MYUPS2438C
Date of Joining	19-06-2020	**Gender**	M	**EPS No.**	PYBOM0013015000107 0702
UAN	101600661444				

Regime Type	Old Regime

Earnings	**Amount**	**YTD**	**Deductions**	**Amount**	**YTD**
BASIC	15,000.00	30,000.00	Provident Fund	1,800.00	3,600.00
House Rent Allowance	7,500.00	15,000.00	Professional Tax	200.00	400.00
Advance Bonus/Exgratia	2,808.00	5,616.00			
Night Shift Allowance	4,900.00	9,275.00			
[redacted]r Payment	0.00	8,000.00			
Transport Allowance	2,170.00	4,340.00			
Total Earnings	32,378.00	72,231.00	**Total Deductions**	2,000.00	4,000.00

Net Pay : Rs. 30,378.00
In Words Rupees Thirty Thousand Three Hundred and Seventy Eight Only.

Days In Month (A)	**Arrear Days (B)**	**LOPR Days(C)**	**LOP Days (D)**	**Net Days Worked (E = A + B + C - D)**
31.0	0.0	0.0	0.0	31.0

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & T[illegible]ology
Mijar, MOODBIDRI - 574 225

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(47)

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4192918/982005,

09/30/2021,
SHASHANK C M.

" Sri Mallikarjuna Nilaya, H.no 338/339,5th main,6th cross, A block, Gopal gowda extension, Shivamogga,Karnataka-577205 "
Shivamogga, Karnataka
India.

Confidential

Dear SHASHANK C M,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** (**'Capgemini'** or **'Company'**) starting from **10/01/2021** (or such other date as may be communicated to you by the Company), as per details given below

A) Your current designation will be **Analyst/A4.**

B) You will be required to work at the Company's offices in **Bangalore.**

C) You have to report by 8:30 am at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

Please note that your name mentioned in the offer letter will be used to create your employee 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 contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 350,006.00 (Rupees Three Lakh Fifty Thousand And Six Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Analyst

Total Cost to Company (CTC). **Rs.350,006.00**

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.7,846.00	Rs.94,152.00
Advance Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.25,995.00	Rs.311,940.00
Statutory payments ++		
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.342,204.00
Total Cash Compensation		Rs.342,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 350,006.00

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

(36)

Ref: TCSL/DT20207160032/1463495/Bangalore
Date: 08 March 2021

MR. RAKSHITH C
Shanthi Villa, Murukaveri Main Road, Menna Bettu Village, null,
Kinnigoli Post, Mangalore,
Karnataka-574150.
Tel# 919731952512

Sub: Joining Letter

Dear Mr. Rakshith C,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **18th March 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

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

Private and Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021

Payslip
DEC 2021

TATA

TATA CONSULTANCY SERVICES

MR. RAKSHITH C

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1973580			Bank Name	HDFC Bank						Location	Bangalore-Brigade-Bhuw
Grade	Y	UAN	101671518109	Acc No.	50100399661152						Base Br.	TCS - BANGALORE
PAN	BHSPC4343P			Days paid	31						Depute Br.	TCS - Bangalore
				Leave Balance	EL	8.62	SL	7.89	CL	4.25	WON/SWON	20243772

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		14,784.00	Provident Fund	1,774.00
House Rent Allowance		5,914.00	Professional Tax	200.00
Leave Travel Allowance		1,232.00	Labour Welfare	20.00
Miscellaneous		910.00	Health Insurance Scheme Premium	2,449.00
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		25,140.00	Total Deductions	4,443.00

Retirals as on Month end	Provident Fund*
	22,549.00

Net Pay (INR)	20,697.00

*inclusive of provisional interest and in PF balance displayed above, Non Repayable withdrawals processed after 25th of the month a not adjusted.

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Suprajit

(41)

Suprajit Engineering Limited

U09

101, Bommasandra Industrial Area, Bangalore

BOMMASANDRA_BLR - 560099, KARNATAKA

Payslip for December 2021

Employee Code	: 7256	**Bank**	: AXIS BANK
Name	: Ravi Mahadev Nimboni	**Bank A/C No.**	: 920010074189959
Designation	: Graduate Engineer Trainee	**Location**	: BOMMASANDRA_BLR
Department	: Production	**PAN**	: BBWPN9265N
Gender	: Male	**Project**	
Date of Birth	: 31-May-1998	**UAN**	: 101671215989
Date of Joining	: 13-Mar-2021	**PF A/C No.**	: PYBOM00136460000014620
Attendance: Base,Elig	: 31.00, 31.00	**ESI No.**	: 5041807462
Previous Period LOP, LOP Reversal Days	: 0.0, 0.0		

Earnings	Fixed Amount	Earning Amount	Deductions	Amount
Basic	11,500.00	11,500.00	ProvidentFund	1,380.00
HouseRentAllowance	3,450.00	3,450.00	Employees StateInsurance	113.00
Washing Allowance	050.00	50.00	LWF	20.00
LeaveTravelAllowance		1,042.00	ProfessionalTax	200.00
Medical Exp Reimbursement		1,042.00		
Pension		1,042.00		
Attendance Bonus		75.00		
Total Earnings	15,000.00	18,201.00	**Total Deductions**	1,713.00

Net Salary : 16,488.00 ***(Sixteen Thousand Four Hundred and Eighty Eight Only)***

Leave Type	Opening Balance	Current Month Credit	Leaves Withdrawn /Rejected of previous month	Leaves Utilized	Available Balance
Casual Leave	0.03	0.00	0.00	0.00	0.03
Earned Leave	-1.00	1.00	0.00	0.00	0.00
Sick Leave	0.00	0.00	0.00	0.00	0.00

Downloaded On 1/20/2022 8:20:04 PM

ME 19-20

(1)

ENTRY PASS



) : 00198503

AME : ABHINAV ANILKUMAR

EPARTMENT : SMS--2

ESIGNATION : ENGINEER

ONT. NAME : MAGNACOOL ENGINEERS

MERGENCY NO. 7558087782

2300000000198503

(ISSUING AUTHORITY)

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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VO LTE 42

(2)

HDFC Bank Appointment Letter - ABHISHEK H SHETTY - 101295 Inbox

sudhir.kumarhn@... Yesterday
to me, offerletter, Preempl...

Dear ABHISHEK H SHETTY,

Congratulations and Welcome to HDFC Bank!

HDFC Bank has been certified as a Great Place To Work!! HDFC Bank is one of the four mega employers in India to be certified and is also the only mega Indian Bank to be ever certified.

Please find attached the Appointment Letter which outlines the terms of your employment. The enclosed information is designed to serve as an introduction to the Bank and has brief inputs on the employee benefits applicable to you.

You can access the enclosed Appointment Letter by entering the numerical part of your PAN number followed by your year of birth. Since we have commenced with issuance of Digitally Signed letters, issuance of physical copies has been discontinued.

Eg. Candidate PAN No is **ACBPY9283M** and Year of birth is **1991** then password would be formed as **"92831991"**.

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
MOODBIDRI - 574 225

Please note that you need to mandatorily complete Offer Acceptance activity and provide Tentative Date

HOMZA CART INDIA PRIVATE LIMITED

2/405 A, Jadkal, Byndoor Taluk, Udupi District, Karnataka – 576233
CIN: U55209KA2020PTC141514

(3)

APPOINTMENT LETTER

05-Dec-2020

Mr. Akshay Babu G K

Dear Akshay

Congratulations! We are pleased to confirm that you have been selected to work for HomZa Cart India Pvt Ltd. We are delighted to extend a letter of Intent for the position of title of Trainee Engineer with a package of INR: 12,000/- per month.

Your appointment will be effective from the date of joining, which shall be on or before 10/12/2020 (DD/MM/YYY). Your posting will be at Moodabidri, Karnakata.

Your offer will include benefits as per company HR policies from time to time.

The information provided by you is subjected to verification. If at any point of time determined that the information found and/or collected during background verification is false are inaccurate, your employment at HomZa Cart India Pvt Ltd will stand terminated with immediate effect without any obligation from company

Please sign the enclosed copy of this letter and return it to me by 08/12/2020 (DD/MM/YYY) to indicate your acceptance of this offer.

We are confident you will learn & be able to make a significant contribution to the success of our HomZa Cart India Pvt Ltd. We look forward to welcoming you to HomZa Cart family.

HomZa Cart India Pvt Ltd

SRAJAN DAS

Director

For HOMZA CART INDIA PRIVATE LIMITED

Director

Name: Akshay Babu G K

Date:

Place:

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

GURUSTHAAN
Empowering Teachers to Enlighten Students

COOL GURU LLP

www.gurusthaan.com

(4)

Bangalore
10th November 2020

To,
Akshay p
Moodbidri

Dear Akshay P,

Sub: Letter of Appointment

We are pleased to appoint you in our organization as Assistant Manager based out of Bangalore.

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

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

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

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

Please sign and return a copy of this letter as token of your acceptance.

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

Yours Truly,

V Veeramani

COOL GURU LLP
AUTHORIZED SIGNATORY

GURUSTHAAN
Empowering Teachers to Enlighten Students

COOL GURU LLP

www.gurusthaan.com

ANNEXURE - A

Salary Structure is bifurcated as below:

Description	Monthly (Rs)	Annual (Rs)
Basic	8,000	96,000
Cost of Living Allowance (COLA)	4,000	48,000
Medical Allowance	2,500	30,000
House Rent Allowance (HRA)	3,200	38,400
Conveyance Allowance	1,200	14,400
Special Allowance	1,950	23.400
Total Compensation	**20,000**	**2,50,200**

- In Addition to this, your Local Monthly Conveyance, Telephone & Internet Expenses will be taken care of by the company
- All applicable allowances will be paid as per eligibility and policy guidelines
- Incentive if any will be decided on the basis of KPI's and performance.
- Professional Tax and TDS will be deducted as and when applicable.
- You may terminate the Employment Agreement by providing the Company with Sixty (60) days prior written notice and the company may also terminate this agreement at its sole discretion by providing you with Sixty (60) days prior written notice.

Private and Confidential. Any breach of this confidentiality will be treated as violation of company policy.

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(5)

NUMANN PRECISION PRODUCTS PVT LTD

Phone : +91 4344 278678
Email : nppl@numannauto.com
Website : www.numannauto.com

10-12-2020

To

Mr Anil Kumar
Alvas Institute of Engineering and Technology,
Moodbidri,

Sub: Offer of employment

Dear Mr Anil Kumar,

We are pleased to offer you a post of **ENGINEER-TRAINEE** based on the following terms and conditions:

1. Your annual monthly gross salary will be **Rs 12,000/-** (Rupees twelve thousands only) inclusive of all. (Ref. enclosure of Annexure for the details)
2. Your base location will be our works situated in Hosur, Tamilnadu.
3. You will observe working hours as advised by the establishment. Currently it is 8.00 am to 4.30 pm from Monday to Saturday.
4. Date of joining will be on 01-02-2021
5. You shall be undergoing for minimum period of SIX months as Trainee - Operator on machines.
6. You shall be governed by the rules and regulations of the Company in force from time to time.
7. You shall be signed an interment Bond for minimum of one year contract.
8. You shall be bring all original certificates, Aadhar card and 4 photos on joining date

Please send your acceptance of terms and conditions of joining the service by return mail at the earliest.

Wish you all the best and we look forward to welcoming you to our Organisation.

Best Regards,

S.Ravindran
Managing Director

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

ASHOK IRON WORKS (P) LTD.

(6)

AIW/CORP/HRD/2020-21

01.12.2020

To,
Mr. Ashik Rai P
Puthrodi Padumane House
PO-Yethadka ,Kasargod
Kerala - 671551 .

Dear Ashik,

Sub: Appointment of 'Trainee' under the provisions of Apprentices(Amendment) Act- 1973 / 1986.

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **'Trainee'** on the following terms and conditions:
(I)During the training period of One Year, you will be paid a consolidated stipend of **Rs.13000/-** **(Rupees Thirteen Thousand Only)** per month ,with effect from **01.12.2020.**

(II)This appointment / engagement is subject to acceptance of your Apprenticeship Contract Form for registration by the Board of Apprenticeship Training, Chennai.

(III)You are requested to contact HR Dept. at our Works within 2 days from the date of receipt of this letter, along with the documents listed below for the completion of your joining Formalities

- Two attested copies of the SSLC Board Certificate.
- Two attested copies of the certificates with All semesters & University / Board Certificate .
- Two recent I- Card size photographs and Cast Certificate .

You are requested to confirm your acceptance of the training by signing the attached copy & return it to us by indicating clearly the date of your joining our Company.

Thanking You.

Yours Faithfully ,
For Ashok Iron Works Pvt Ltd

Srinivasa Brahma
Sr. General Manager- HRD

CORPORATE HR DEPARTMENT
Commercial Office, Spl. Plot No. 1 & 2, Industrial Estate, Udyambag, Belagavi-590 008.
CIN : U27104KA1981PTC004487
Ph. No. : +91-831-2440653, 2440457 Fax No. : +91-831-2441899
E-mail : hr@ashokiron.com Web : www.ashokiron.com

ASHOK IRON WORKS

Plant 2 - January-2021

Employee Code	: 30000226	UAN No	:
Employee Name	: ASHIK RAI P	ESIC No	: 5859306761
Designation	: TRAINEE PROJECT	Bank A/C	:
Department	: Project Dept	DOJ	: 01.12.2020

Pr. Days	PL	CL	Comp OFF	W/O	NH	ML	Abs	Paid Days	PL Bal: 0.00
25.00	0.00	0.00	0.00	5.00	1	0.00	0.00	31.00	CL Bal: 6.00

Total Advance	Advance Balance	Advance Payment
0.00	0.00	0.00

Earnings	Amount	Deductions	Amount
Stiphend	13000.00	ESI	98.00
	0.00	Professional Tax	0.00
Total Gross	13,000.00	Total Deduction	98.00

Net Payable: 12,902.00 (Twelve Thousand Nine Hundred Two Rupees Only.)

It's a computer generated salary slip, hence signature is not required.

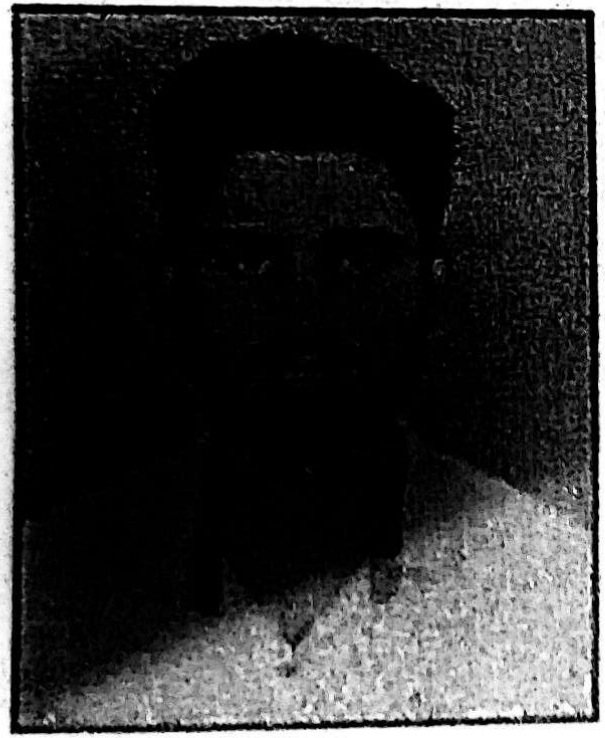
ASHOK IRON WORKS PVT. LTD.

Plant-II

Machhe Industrial Estate Belgaum 590014

Phone No.0831-2411099

773



Name : ASHIK RAI

Emp. Code : S-2764

Dept. : PROJECT

Date of Joining : 01.12.2020

Date of Birth : 08.11.1996

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar MOODBIDRI - 574 225

ed Signatory

Dhanalakshmi Cashew Industries

GANDHINAGAR, MOODBIDRI - 574 227, D.K., MANGALORE TALUK, KARNATAKA STATE, INDIA
Phone: 9880309411, (08258) 236411 Fax: 237011, e-mail: dhanalaxmi_cashew@yahoo.co.in

Date 21/12/2020

Athul krishnan
Alvas Institute of Engineering and Technology
Moodbidri

Dear Athul krishnan

With reference to the discussions you have had with us, we are pleased to appoint you as "Graduate Trainee Engineer (Production) " for our Group companies on the following terms and conditions:

1. You will be paid a consolidated amount of Rs.2,10,00 per annum.
2. The above consolidated amount will consist of the following:
a) Rs.1,80,00per annum as fixed pay, and
b) Rs. 30,000 per annum as variable pay which is linked to your performance and that of the company.
3. This appointment is for a period of two years effective date of your joining and may be renewed on a mutual basis. This arrangement is with effect from 01/02/2021 and will be valid for a period of 2 years/s.
4. You will be eligible for 18 days leave pro-rated per calendar year. However, leave will be allowed subject to exigencies of work.
5. You will be provided comprehensive Accident/ Medical Health Insurance for your and your spouse.
6. It is clarified that in addition to the above, you will not be entitled to any other benefits.
7. This appointment can be terminated by giving three-month notice on either side or payment in lieu of shortfall in this notice period.
8. You shall observe all rules and regulations of the company.
9. During the tenure of the assignment with the company, you will not engage yourself in any other assignments or gainful employment without consent of the management.

Kindly sign a copy of this letter in acceptance of the above mentioned terms and conditions and return the same for our records

Regards

For Dhanalakshmi Cashew Industries

Managing Partner / Partner

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

HDB FINANCIAL SERVICES

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

(9)

December 20, 2021

Ref:HDBFS/21-22/HRIC53637/Appt/145002

Mr.B Prasanna Venkatesh,
#181, 3Rd Cross,
Hongasandra,
Near Srinivasa Kalyana Mantapa Hongasandra,
Bangalore-560068

Dear Mr.B Prasanna Venkatesh,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - CLASSIC ON PHONE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.

b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.

c) Your duties and responsibilities will be explained to you on your joining the Company.

d) Your initial place of posting will be at Bangalore .You are initially assigned to services at our client premises, CMA CENTENARY TOWER. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

eSigned using Aadhaar
(Leegality.com - YkSs1Kc)
B Prasanna Venkatesh

Date: Tue Dec 21 11:12:23 IST 2021

v) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

w) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than January 4, 2022.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
c) Duly signed duplicate copy of Appointment Letter
d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.

Hemant Revankar
Authorised Signatory
ADFC - A division of HDB Financial Services Limited.

AGREED AND ACCEPTED

eSigned using Aadhaar
(Leegality.com - YkSs1Kc)
B Prasanna Venkatesh

Date: Tue Dec 21 11:12:23 IST 2021

Mr.B Prasanna Venkatesh

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MR.B PRASANNA VENKATESH	
Role	Jr. Officer - Classic on Phone	
Grade	Grade-I	
Location	Bangalore	
Annual Compensation Break up		**HDBFS Monthly**
Basic	1,54,800	12,900
HRA	61,920	5,160
Conveyance	19,200	1,600
PDA	22,080	1,840
Provident Fund (Employer's contribution)	21,600	1,800
Gross Salary (A)	**2,79,600**	**23,300**
Gratuity---------- (B)	7,446	620
Total Fixed Compensation (C=A+B)	**2,87,046**	**23,920**

Note:

This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

Ref:HDBFS/21-22/HRIC53637/Appt/145002

I accept the terms and conditions as mentioned in the Appointment letter.

eSigned using Aadhaar
(Leegality.com - YkSs1Kc)
B Prasanna Venkatesh
Date: Tue Dec 21 11:12:23 IST 2021

Mr.B Prasanna Venkatesh

SPECIMEN

FORM 2 (REVISED)

NOMINATION & DECLARATION FORM
FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS

GROUP No. :
Office :

Declaration and Nomination Form under the Employees Provident Funds and Employees Pension Scheme

(Paragraph 33 & 61 (1) of the Employees Provident Funds Scheme, 1952 and Para 18 of the Employees Pension Scheme, 1995)

1. NAME (in block letters) : B Prasanna Venkatesh
2. FATHER'S / HUSBAND'S NAME : V Bhanu Prakash
3. DATE OF BIRTH : 07-Oct-1998
4. SEX : Male
5. MARITAL STATUS : Single
6. ACCOUNT NO : MH / BAN / 49611
7. ADDRESS : #181, 3Rd Cross,, Hongasandra, Bangalore - 560068

PART - A (EPF)

I hereby nominate the persons(s) / cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees Provident Fund in the event my death.

Name & Address of the Nominee(s)	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulation in PF to be paid in each nominee	If the nominee is minor, name & relationship & add. of the guardian who may receive the amount during minority of nominee
(1)	(2)	(3)	(4)	(5)
V Bhanuprakash , #181, 3Rd Cross,, Hongasandra, Bangalore- 560068	Father	02 - Dec - 1977	50	No
B Sridevi , #181, 3Rd Cross,, Hongasandra, Bangalore- 560068	Mother	22 - Jan - 1978	50	No

1. * Certificate that I have no family as defined in para 2 (g) of the Employees Provident Funds Scheme, 1952 and should I acquire a family thereafter the above nomination should be deemed as cancelled.
2. * Certified that my father / mother is / are dependent upon me.

(*) Strike out whichever is not applicable.

eSigned using Aadhaar
(Leegality.com - YkSs1Kc)
B Prasanna Venkatesh

X _____ Date: Tue Dec 21 11:12:23 IST 2021

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

PART - B (EPS)

Para 18

I hereby furnish below particulars of the members of my family who would be eligible to receive widow / children Pension in the event of my death.

Sr. No.	Name & Address of the family member/s	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
1	V Bhanuprakash , #181, 3Rd Cross,, Hongasandra, Bangalore- 560068	02 - Dec - 1977	Father
2	B Sridevi , #181, 3Rd Cross,, Hongasandra, Bangalore- 560068	22 - Jan - 1978	Mother

**Certified that I have no family, as defined in para 2 (vii) of the Employees Pension Scheme, 1995 and should I acquire a family here after I shall furnish particulars thereon in the above form.

I hereby nominate the following person for receiving the monthly family pension (admissible under para 16 (2) (i) and (ii) in the event of my death without leaving and eligible family member/s for receiving pension.

Name of the Nominee	Address	Date of Birth	Relationship with Member
(1)	(2)	(3)	(4)
V Bhanuprakash	#181, 3Rd Cross,, Hongasandra, Bangalore- 560068	02 - Dec - 1977	Father
B Sridevi	#181, 3Rd Cross,, Hongasandra, Bangalore- 560068	22 - Jan - 1978	Mother

Date : 21-Dec-2021

X

eSigned using Aadhaar (Leegality.com - YkSs1Kc) Date: Tue Dec 21 11:12:23 IST 2021

SIGNATURE OR THUMB IMPRESSION THE SUBSCRIBER

(*) Strike out whichever is not applicable

CERTIFICATE BY EMPLOYER

CERTIFICATE that the above declaration and nomination has been signed / thumb impressed before me.

by Shri / Smt. / Miss. _____ employed in my / our establishment after he / she has read the entire / the entries have been read over to him / her by me and confirmed by him her

For HDB Financial Services Limited

HDB Financial Services Limited Mumbai

Authorized Signatory

Place : _____

Date :

Signature of the Employer's OR other Authorised Officer's the Establishments

Signature with Designation

HDB Financial Services Ltd

Ground Floor, Zenith House,

Keshavrao Khadye Marg,

Opp.Race Course, Mahalaxmi, Mumbai - 400034.

Offer ref # 145002

UNDER THE PAYMENT OF GRATUITY ACT, 1992.
&
THE PAYMENT OF GRATUITY (MAHARASHTRA) RULE, 1972

FORM 'F'
(See Sub-Rule (I) of rule (6)

Nomination

To
M/s HDB Financial Services Limited
Ground Floor, Zenith House,
Keshavrao Khadye Marg,
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

1. Shri / Shrimati / Kumari B PRASANNA VENKATESH whose particulars are given in the statement below hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is / are member(s) of my family within the meaning of clause (h) of section 2 of the Payment of Gratuity Act, 1972.

3. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.

4. (a) My father / mother / parents is / are not dependent on me.
   (b) My husband's father / mother / parents is / are not dependent on my husband.

5. I have excluded my husband from my family by a notice dated the to the controlling authority in terms of the provison to clause(s) of section 2 of the said Act.

6. Nomination made herein invalidates my previous nomination.

NOMINEE (S)

Sr. No.	Name If Full address of the nominee(s) - (1)	Relationship with the Employee (2)	Age of the Nominee (3)	Proportion by which the gratuity will be shared (4)
1	V Bhanuprakash ,#181, 3Rd Cross,, Hongasandra, Bangalore-560068	Father	02 - Dec - 1977	50
2	B Sridevi ,#181, 3Rd Cross,, Hongasandra, Bangalore- 560068	Mother	22 - Jan - 1978	50
3				
4				
5				
6				

eSigned using Aadhaar
(Leegality.com - Yk5s1Ko)
B Prasanna Venkatesh

Date: Tue Dec 21 11:12:23 IST 2021

Offer ref # 145002

Statement			
1	Religion	Hinduism	
2	Sex.	Male	
3	Name of employee in full.	B Prasanna Venkatesh	
4	Whether married/unmarried/widow	Single	
5	Department/Branch/Section where employed	Cma Centenary Tower	
6	Post held with Ticket or Serial Number if any.	Jr. Officer - Classic on Phone	
7	Date of appointment.	21-Dec-2021	
8	Permanent address.	#181, 3Rd Cross,, Hongasandra, Bangalore - 560068	
	Village	Thana	Sub-division
	Post Office	District	State

Place : Cma Centenary Tower
Date : 21-Dec-2021

X eSigned using Aadhaar (Leegality.com - YkSs1Kc) B Prasanna Venkatesh Date: Tue Dec 21 11:12:23 IST 2021
Signature/Thumb impression of the employee

Declaration by witnesses

I declare that the Nomination has been signed/thumb impressed before me.

Name in full Signature of Witnesses.

1. _____

2. _____

Place : Cma Centenary Tower

Address of witnesses

1. _____

2. _____

Place : Cma Centenary Tower

Certificate by the employer

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's References No., If any.

Designation

For HDB Financial Services Limited

HDB Financial Services Limited Mumbai

Authorized Signatory

_____

Signature/Thumb impression of the Authorized Signatory

HDB Financial Services Ltd

Ground Floor, Zenith House,
Keshavrao Khadye Marg
Opp.Race Course, Mahalaxmi
Mumbai - 400034.

Acknowledgement by the employee

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

Date _____

X eSigned using Aadhaar (Leegality.com - YkSs1Kc) B Prasanna Venkatesh Date: Tue Dec 21 11:12:23 IST 2021
Signature of the employee

Note : Strike out the words and paragraphs not applicable.

Composite Declaration Form Form -11

(To be retained by the Employer for future reference)

www.epfindia.com

145002

EMPLOYEES' PROVIDENT FUND ORGANIZATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in an establishment on which EPFS 1952 and/or EPS 1995 is applicable)

1	Name of the Member	B Prasanna Venkatesh
2	Fathers' Name ☑ / Spouse's Name ☐	V Bhanu Prakash
3	Date of Birth (DD/MM/YYYY)	07/10/1998
4	Gender: (Male/Female/Transgender)	Male
5	Marital Status(Married/Unmarried/Widow/Widower/Divorcee)	Unmarried
6	(a) Email Id: (b) Mobile No.:	prasannab9033@gmail.com 7795368027
7	**Present employment details:** Date of joining in the current establishment (DD/MM/YYYY)	21/12/2021
8	**KYC Details** (attach self attested copies of following KYCs) a) Bank Account No.:	165401000019427
	b) IFS Code of the branch:	IOBA0001654
	c) AADHAAR Number:	621758965594
	d) Permanent Account No. (PAN), if available	FPJPP3443D
9	Whether earlier a member of Employees' Provident Fund Scheme, 1952 ?	Yes ☐ No ☑
10	Whether earlier a member of Employees' Pension Scheme, 1995 ?	Yes ☐ No ☑

11 **Previous employment details [if Yes to 9 &/or 10 above] - Un-exempted**

Establishment Name & Address	Universal Account Number	PF Account Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	PPO Number (if issued)	Non Contributory Period (NCP) Days

12 **Previous employment details [if Yes to 9 &/or 10 above] - For Exempted Trusts**

Establishment Name & Address	Universal Account Number	Member EPS A/C Number	Date of joining (DD/MM/YYYY)	Date of exit (DD/MM/YYYY)	Scheme Certificate No. (if issued)	Non Contributory Period (NCP) Days

13	a) **International Worker:**	Yes ☐ No ☑
	b) If yes, state country of origin (India/Name of other country)	
	c) Passport No.	
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	From ☐ To ☐

eSigned using Aadhaar
(Leegality.com - YKS81KC)
B Prasanna Venkatesh
Date: Tue Dec 21 11:12:23 IST 2021

UNDERTAKING

1) Certified that the particulars are true to the best of my knowledge.
2) I authorize EPFO to use my Aadhaar for verification/authentication/eKYC purpose for service delivery.
3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present PF Account as I am an Aadhaar verified employee in my previous PF Account *
4) In case of changes in above details, the same will be intimated to employer at the earliest.

eSigned using Aadhaar
(Leegality.com - YkSs1Kc)
B Prasanna Venkatesh
Date: Tue Dec 21 11:12:23 IST 2021

Date: 21-Dec-2021
Place: Bangalore

Signature of the Member

DECLARATION BY PRESENT EMPLOYER

A. The member Mr./Ms./Mrs. _____ has joined on _____

and has been allotted PF Number _____ and UAN _____

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

The KYC details of the above member in the UAN database

☐ Have not been uploaded

☐ Have been uploaded but not approved

☐ Have been uploaded and approved with DSC.e-sign

C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995:

- **Please Tick the Appropriate Option:**

☐ The KYC details of the above member in the UAN database have been approved with E-sign/Digital Signature Certificate and transfer request has been generated on portal.

☐ The previous Account of the member is not Aadhaar verified and hence physical transfer form shall be initiated.

HDB Financial Services Limited Mumbai

Signature of Employer with Seal of Establishment

Date:

* Auto transfer of previous PF account would be possible in respect of Addhaar verified employees only. Other employees to fill physical claim (Form-13) for transfer of account from pervious establishment.

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 57[illegible]


HDB FINANCIAL SERVICES
B Prasanna Venkatesh
Emp Code : 145002
Location : Bangalore
Emergency : 9448037660
Authorised Signatory

HOMZA CART INDIA PRIVATE LIMITED

2/405 A, Jadkal, Byndoor Taluk, Udupi District, Karnataka – 576233
CIN: U55209KA2020PTC141514

APPOINTMENT LETTER

05-Dec-2020

Mr. Bavin I

Dear Bavin I

Congratulations! We are pleased to confirm that you have been selected to work for HomZa Cart India Pvt Ltd. We are delighted to extend a letter of Intent for the position of title of Trainee Engineer with a package of INR: 12,000/- per month.

Your appointment will be effective from the date of joining, which shall be on or before 10/12/2020 (DD/MM/YYY). Your posting will be at Moodabidri, Karnakata.

Your offer will include benefits as per company HR policies from time to time.

The information provided by you is subjected to verification. If at any point of time determined that the information found and/or collected during background verification is false are inaccurate, your employment at HomZa Cart India Pvt Ltd will stand terminated with immediate effect without any obligation from company

Please sign the enclosed copy of this letter and return it to me by 08/12/2020 (DD/MM/YYY) to indicate your acceptance of this offer.

We are confident you will learn & be able to make a significant contribution to the success of our HomZa Cart India Pvt Ltd. We look forward to welcoming you to HomZa Cart family.

HomZa Cart India Pvt Ltd

SRAJAN DAS

Director

For HOMZA CART INDIA PRIVATE LIMITED

Director

Name: Bavin I

Date:

Place:

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(11)

Date:44316

Ref No: RRF-5132

Mr. Blesson Xavier
Chennai,Tamilnadu

Dear Blesson Xavier,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of Rs.**182000/-** (Rupees One Lakh Eighty Two Thousand Only) per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be Rs.**158000/-** (Rupees One Lakh Fifty Eight Thousand Only).

3. **Annual Variable Compensation**. Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.

4. **Other Benefits**. Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.

27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

We look forward to having you on board on or before **44316.** As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to **Sathesh.Thiruvengadam@csscorp.com** before **44316** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

Blesson Xavier **Date**

For CSS Corp Private Limited

Inigo Paul

Director- Talent Acquisition

1.Annexure 1 - Salary Working

Salary Working				
Name:Blesson Xavier				
Designation : Trainee - Technical Support			**Grade:**	**JL 1 B**
Guaranteed Compensation	**Explanatory Notes**		**Monthly**	**Annual**
Basic Pay	30% of TGC		5,960	71,520
House Rent Allowance	50% of Basic Pay		2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		2,071	24,851
Statutory Component				
Provident Fund (Employer Contribution)	As per the Act		964	11,565
Total Guaranteed Compensation (TGC)			**13,167**	**1,58,000**
Variable Component				
Variable Performance Pay**				**24,000**
Gross Cost to Company (CTC)				**1,82,000**
Bonus				
Graduation Bonus***				**10,000**
Benefits				
Personal Accident Disability Insurance Cover				7,50,000
Personal Accident Death Insurance Cover				15,00,000
Group Term Life Insurance Cover				15,00,000
Employee Deposit Link Insurance Cover				6,05,000
Hospitalization Insurance for self (spouse & 2 dependent children)				2,00,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	60 days	Basic		

Explanatory Notes

Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules

Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution

*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.

** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.

***One time gradution Bonus is payable in two equal installments - 1st payment on completion of 6 months from DOJ and 2nd payment on completion of 12 months

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & ... nology
Mijar, MOODBIDRI - 574 225

(12)

AJAX
MAKES CONCRETE SENSE

REGISTERED OFFICE:
AJAX ENGINEERING PVT. LTD.
(Formerly AJAX FIORI ENGINEERING (I) PVT. LTD.)
CIN: U28920KA1992PTC013306
#253/1, 11 Main, Phase III, Peenya Industrial Area,
Bengaluru - 560 058, Karnataka, India.
T: +91 80 67200082/83 I Toll Free No.: 1-800-419-0628
E: customercare@ajax-engg.com I www.ajax-engg.com

April 16, 2021

To,
Mr. CHANDRASHEKAR KULAL
S/O Govinda Kulal
Heskathoor, Kundapura
Udupi, Karnataka - 576210

Dear Sir,

SUB: LETTER OF ENGAGEMENT AS "GRADUATE APPRENTICESHIP TRAINEE".

With reference to your application Date **April 16, 2021** and the interview you had with us, we are pleased to inform you that you have been selected for undergoing Training in our Organization as **Graduate Apprenticeship Trainee** in accordance with the provisions of the Apprentices Act, 1961 amended in 1973. The Act has once again amended in 1986, on the following terms and conditions:

1. **NATURE OF ENGAGEMENT:** You will be engaged as **Graduate Apprenticeship Trainee** in **Engineering** Department.
2. **DURATION OF TRAINING:** The duration of training will be for a period of Twelve months from the date of commencement of the Training i.e. **April 16, 2021 to April 15, 2022** at the Organization i.e. **Doddaballapur** Unless the Company extends the period of your Training, in writing, solely at their discretion or absorbs you in the regular employment, your Training shall automatically stand terminated at the expiry of the Training period of Twelve months or extended period of Training.
3. **STIPEND:** During the Training period you will be paid stipend as **Rs. 28000/- (Rupees Twenty-Eight Thousand Only)** Per Month.
4. **MEDICAL FITNESS:** This letter of engagement will be subject to your being found medically fit by the Medical Officer specified by the Company. Your continuation in Training will be subject to your remaining medically fit.
5. **VERIFICATION REPORT:** Your engagement will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and the information given at the time of interview, including the references given by you.

GANAPATI N SHAMBUMANE HEAD-HR & ADMIN	CHANDRASHEKAR KULAL	PAGE 1 OF 4

15. **DATE OF COMMENCEMENT OF TRAINING**: In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement duly signed and report for Training on or before **April 16, 2021.** While reporting for Training please bring 4 Passport size photographs and 2 copies each of your certificates and testimonials along with the originals. The original certificates will be returned to you after verification.

16. **OTHER TERMS AND CONDITIONS OF TRAINING**: This Letter of Engagement shall be read along with the provisions of the Apprentices Act and the Rules thereunder and the provisions of the Act and Rules shall prevail over the terms and conditions specified above.

17. During the Training period, either side will be at liberty to terminate this contract of employment by giving **One month's** notice in writing or stipend in lieu thereof. It shall not be necessary for either party to assign any reason for termination of the contract.

We would like to take this opportunity to welcome you and hope that your training with us will be rewarding.

Yours faithfully,

For AJAX ENGINEERING PVT. LTD.,

GANAPATI N SHAMBUMANE
HEAD– HR & ADMIN

ENDORSEMENT

I accept the terms and conditions stipulated in the above letter of engagement.

I shall report for undergoing Training on 16 APRIL 2021

PLACE: Bashettihalli

DATE: 16/04/2021

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(SIGNATURE OF CANDIDATE)

GANAPATI N SHAMBUMANE **HEAD-HR & ADMIN**	**CHANDRASHEKAR KULAL**	**PAGE 4 OF 4**

HOMZA CART INDIA PRIVATE LIMITED

2/405 A, Jadkal, Byndoor Taluk, Udupi District, Karnataka – 576233
CIN: U55209KA2020PTC141514

(13)

APPOINTMENT LETTER

05-Dec-2020

Mr. Chethan Kumar

Dear Chethan

Congratulations! We are pleased to confirm that you have been selected to work for HomZa Cart India Pvt Ltd. We are delighted to extend a letter of Intent for the position of title of Trainee Engineer with a package of INR: 12,000/- per month.

Your appointment will be effective from the date of joining, which shall be on or before 10/12/2020 (DD/MM/YYY). Your posting will be at Moodabidri, Karnakata.

Your offer will include benefits as per company HR policies from time to time.

The information provided by you is subjected to verification. If at any point of time determined that the information found and/or collected during background verification is false are inaccurate, your employment at HomZa Cart India Pvt Ltd will stand terminated with immediate effect without any obligation from company

Please sign the enclosed copy of this letter and return it to me by 08/12/2020 (DD/MM/YYY) to indicate your acceptance of this offer.

We are confident you will learn & be able to make a significant contribution to the success of our HomZa Cart India Pvt Ltd. We look forward to welcoming you to HomZa Cart family.

HomZa Cart India Pvt Ltd

SRAJAN DAS

Director

For HOMZA CART INDIA PRIVATE LIMITED

Director

Name: Chethan Kumar

Date:

Place:

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

SWITCHGEAR

SCTPL/HR/A-LTR/2020

Date: 7th September 2020

TO,

Mr. Ganesh Virabhadrappa Kadappanavar
S/o Veerabadrappa Gaviyappa Kadappanavar,
Didagur Road, Uppunashi Village & Post,
Hanagal Taluk, Haveri District-581148.

APPOINTMENT LETTER

With reference to your application dated 7th **September 2020** for employment and the subsequent interview's had with us, you are offered Temporary Employment in our Company as a **"Graduate Trainee Engineer"** on the following terms and conditions:

Your appointment with us is on a purely temporary basis for a period of not more than **ONE YEAR** with effect from **7th September 2020.**

Though the period stipulated above is **ONE YEAR** there is no guarantee that you will be employed for the whole of the period. Your services may be terminated at any time during your period of temporary employment without notice or compensation whatsoever, and without assigning any reason. Likewise, you will be free to give up your employment at any time with **30 Working Days** notice.

On the completion of your temporary period of employment as stipulated above or any extended period thereof, your services shall stand terminated within the meaning of sub-clause (bb) of clause (oo) of section 2 of the Industrial Disputes Act, 1947 and such termination shall not amount to retrenchment.

During the period of your temporary appointment, you will be paid a consolidated gross salary of **₹ 15,600/- (Rupees Fifteen Thousand Six Hundred Only)** per month.

You will not be eligible for any other benefits or allowances.

During the period of your appointment you shall accept transfer to any section or department or to the Company's sister concern / Factory or branch and you are liable to be posted in any shift.

During the period of service with the Company, you shall not carry on any business of your own.

During the period of service with the company, you shall carry out your duties diligently, loyally and to the best of your capacity.

This appointment is made on the understanding that the information given by you in your application dated **7th September 2020**is correct, true and complete. If it is found at any time that the information given by you in the application is not correct, true or incomplete, this appointment may be withdrawn before you join duty with us of your services may be terminated at any time after you have taken up employment with us.

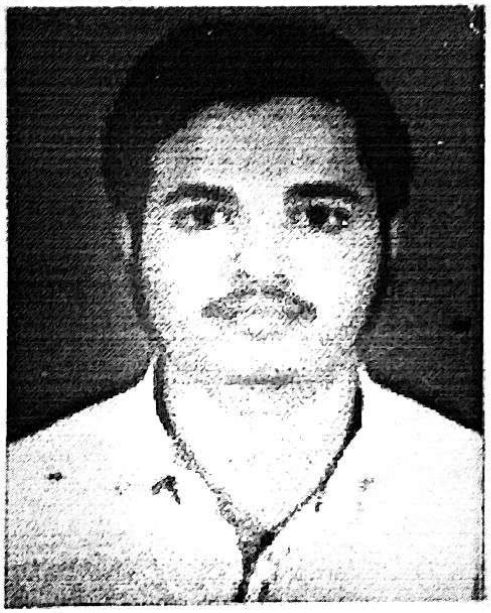
You shall not, at any time, disclose to anyone any information, know-how knowledge, secrets, methods, plans etc. of the company.
Your appointment is subject to you being found medically fit by the competent medical authority and to you submitting to us 2 passport size photographs of yourself before you join duty. The photograph will not be returned when your services are terminated.

CIN No. U40109KA2004PTC033356
Plot No. 152, Bommasandra Industrial Area,
Hosur Road, Anekal Taluk,
Bengaluru-560 099, India.
Tel : +91-080-28023700 (30 Lines)
Fax : +91-80-28023800
E-mail: info@switchgear.in
Website:www.switchgear.in

Switchgear and Control Technics Private Limited

SWITCHGEAR

SWITCHGEAR AND CONTROL TECHNICS PVT. LTD.



GANESH VIRABHADRAPPA KADAPPANAVAR

MANUFACTURING SHEET METAL

EMP. NO.: 841

BLOOD GROUP : A+ve

ISSUING AUTHORITY

Switchgear and Control Technics Pvt.Ltd (2020-2021)
Plot No:152,Bommasandra Industrial Area,Hosur Road,Anekal Taluk,
Bangalore-560099, India.

PF NO: PYBOM00346520000010724
UAN NO:101605998459
ESI No:5041558970

Month/Year ***Feb-2021***
Pay Days:27

Name:GANESH VIRABHADRAPPA
Designation:L7-GRADUATE TRAINEE ENGINEER-MECHANICAL ENGINEERING

	Basic+DA	HRA	CA	Edu.A	Medi.A.	Mob.M M	Pro.Bonus		Total	
	16080	240	80	0	0	0	0		₹ 16400 /-	
	Basic+DA	HRA	CA	Edu.A	Medi.A.	Mob.M M	Pro.Bonus	Arrears.	Food Re.	Gross
	15506	231	77	0	0	0	0	0	0	₹ 15814 /-
Deductions	ESI	PF	PTax	TDS	O.Deds	Advance	St.Fee		Total Deds.	
	119	1800	200	0	555	0	0		₹ 2674 /-	

Shoes Allowance ₹ 400/- Net Salary ₹ 13540/-

SCTPL/HR/A-LTR/2020

Date: 7th September 2020

TO,

Mr. Ganesh Virabhadrappa Kadappanavar
S/o Veerabadrappa Gaviyappa Kadappanavar,
Didagur Road, Uppunashi Village & Post,
Hanagal Taluk, Haveri District-581148.

APPOINTMENT LETTER

With reference to your application dated 7th **September 2020** for employment and the subsequent interview's had with us, you are offered Temporary Employment in our Company as a **"Graduate Trainee Engineer"** on the following terms and conditions:

Your appointment with us is on a purely temporary basis for a period of not more than **ONE YEAR** with effect from **7th September 2020.**

Though the period stipulated above is **ONE YEAR** there is no guarantee that you will be employed for the whole of the period. Your services may be terminated at any time during your period of temporary employment without notice or compensation whatsoever, and without assigning any reason. Likewise, you will be free to give up your employment at any time with **30 Working Days** notice.

On the completion of your temporary period of employment as stipulated above or any extended period thereof, your services shall stand terminated within the meaning of sub-clause (bb) of clause (oo) of section 2 of the Industrial Disputes Act, 1947 and such termination shall not amount to retrenchment.

During the period of your temporary appointment, you will be paid a consolidated gross salary of **₹ 15,600/- (Rupees Fifteen Thousand Six Hundred Only)** per month.

You will not be eligible for any other benefits or allowances.

During the period of your appointment you shall accept transfer to any section or department or to the Company's sister concern / Factory or branch and you are liable to be posted in any shift.

During the period of service with the Company, you shall not carry on any business of your own.

During the period of service with the company, you shall carry out your duties diligently, loyally and to the best of your capacity.

This appointment is made on the understanding that the information given by you in your application dated **7th September 2020**is correct, true and complete. If it is found at any time that the information given by you in the application is not correct, true or incomplete, this appointment may be withdrawn before you join duty with us of your services may be terminated at any time after you have taken up employment with us.

You shall not, at any time, disclose to anyone any information, know-how knowledge, secrets, methods, plans etc. of the company.
Your appointment is subject to you being found medically fit by the competent medical authority and to you submitting to us 2 passport size photographs of yourself before you join duty. The photograph will not be returned when your services are terminated.

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Plot No. 152, Bommasandra Industrial Area,
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Tel : +91-080-28023700 (30 Lines)
Fax : +91-80-28023800
E-mail: info@switchgear.in
Website:www.switchgear.in

Switchgear and Control Technics Private Limited

Switchgear and Control Technics Pvt.Ltd (2020-2021)
Plot No:152,Bommasandra Industrial Area,Hosur Road,Anekal Taluk,
Bangalore-560099, India.

PF NO: PYBOM00346520000010724
UAN NO:101605998459
ESI No:5041558970

Month/Year ***Feb-2021***
Pay Days:27

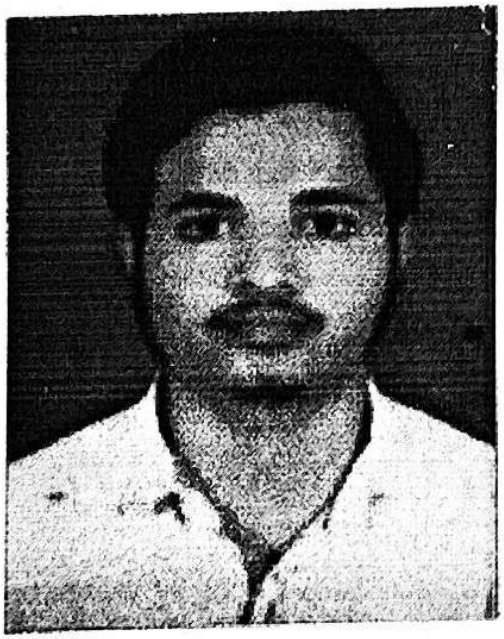
Name:GANESH VIRABHADRAPPA
Designation:L7-GRADUATE TRAINEE ENGINEER-MECHANICAL ENGINEERING

	DA	HRA	CA	Edu.A	Medi.A.	Mob.M M	Pro.Bonus		Total	
	10080	240	80	0	0	0	0		₹ 16400 /-	
	Basic DA	HRA	CA	Edu.A	Medi.A.	Mob.M M	Pro.Bonus	Arrears.	Food Re.	Gross
Earnings	15506	231	77	0	0	0	0	0	0	₹ 15814 /-
	ESI	PF	PTax	TDS	O.Deds	Advance	St.Fee		Total Deds.	
Deductions	119	1800	200	0	555	0	0		₹ 2674 /-	

Shoes Allowance ₹ 400/- Net Salary ₹ 13540/-

SWITCHGEAR

SWITCHGEAR AND CONTROL TECHNICS PVT. LTD.



H. O. D
Dept. Of Mechanical Engineering
Siddaganga Institute of Engg. & Technology
Tumkur, KARNATAKA-572 103

GANESH VIRABHADRAPPA KADAPPANAVAR

MANUFACTURING SHEET METAL

EMP. NO.: 841

BLOOD GROUP : A+ve

ISSUING AUTHORITY

(16)

TATA

Ref:
Date: 18 December 2020

MR. GOBIND U
No. 34, 8th Cross, Central Street,
Kumara Park West, Bangalore,
Karnataka-560020.
Tel# 919620210114

Sub: Joining Letter

Dear Mr. Gobind U,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **18th January 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

U. Gobind

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Payslip
MAY 2021

TATA
TATA CONSULTANCY SERVICES

MR. GOBIND U .

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1797182			Bank Name	HDFC Bank						Location	Bangalore-Brigade-Bhuw
Grade	Y	UAN	XXXXXXX5250	Acc No.	XXXXXXX9803						Base Br.	TCS - BANGALORE
PAN	XXXXXXX610K			Days paid	31						Depute Br.	TCS - Bangalore
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	1062600

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		14,784.00	Provident Fund	1,774.00
House Rent Allowance		5,914.00	Professional Tax	200.00
Leave Travel Allowance		1,232.00		
Miscellaneous		910.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		25,140.00	Total Deductions	1,974.00

Net Pay (INR)	23,166.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	2,92,805.00	Net Tax Income r/o	2,14,220.00	80C	21,288.00
Deductions under Sec 16	52,400.00	Total Tax Payable		80D	4,898.00
Chapter VIA relief	26,186.00	Tax Deducted till date			
		Balance Tax			

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Mijar, MOODBIDRI - 574 225

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 1 Jun 2021,17:42:56

HARI ENGINEERING



JANANI .M

Apprentice

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Issuing Authority

(19)

TVS E S



Jayanth S

NEEM Trainee HFRL

NEEM ID : 0

Dept : Quality

Mobile No: 8660651514

Ref No : 3303253

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

Triple
Infotech
Digitize. Design. Develop

(STRICTLY PRIVATE & CONFIDENTIAL)

Date: 30thNovember 2020

To,
MR. KIRAN KUMAR,
#2-28, Nadooru,
Udupi Tq.,
Udupi Dist – 576223

APPOINTMENT LETTER

Dear Mr. Kiran Kumar,

This has reference to your application and the subsequent discussions you had with us on the following terms and conditions:

1. **Position:** you are being appointed as **"Application Engineer"**.
2. You will initially be based at **Bangalore** at the address mentioned in the letterhead.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **Rupees 1,20,000/-**per annum as outlined in the attached sheet. Income tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance with the company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Business visits:** Your place of work, in the first instant, is as indicated above. However, you may have to travel outside Bangalore for business purpose anywhere in India, depending upon the needs of the organization.
6. **Probation:** You will be monitored for the first three months and will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of 6 months if your performance is not found satisfactory until the company confirms you in writing.
7. During the monitoring / probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.

POCO
SHOT ON POCO X2

Triple
Infotech



Kiran Kumar

Application Engineer

Email : kirankumar199922@gmail.com

Emergency No : 9632674778

Dob : 24/03/1999
Blood Group : O+ve
Mob : 7975123539

Card Holder Signature

Office Address:-

No. 177/26/5, 1st Floor, 4th Main Road,
Behind Fire St, Rajaji Nagar,
Industrial Town,
Bengaluru, Karnataka 560044

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Alva's Institute of Engineering & Technology
Mijar, MOODBIDRI - 574 225

(22)

ADVANCE MECHANICAL SERVICES PRIVATE LIMITED
C-130, SECTOR-2 NOIDA-201301 UTTAR PRADESH

PAY SLIP For the Month of Dec/2021 (From 01/12/2021 To 31/12/2021)

Employee Name	: MANJUNATH M G	Code	: 180181
Father's Name	: HALFSHAPPA M G	DOJ	: 13/12/2021
PAN	: FACPM1222D	Bank A/c No.	: 720601500143
PF A/c No	: MRNOI15393440000010208	ESI A/c No	:
Branch	: BANGALORE	Department	:
Designation	: GRADUATE ENGINEER TRAINEE	Category	: UNIVERSAL
Bank Name	: ICICI BANK LIMITED	Pay Mode	: TRANSFER
Gender	: MALE	Confirmation Date	:
DOB	: 14/04/1998	E-Mail	: ams.manjunath.mg@gmail.com
UAN	: 101765088464	Aadhar No.	:

Month Days	: 31	Total Paid Days	: 31
Weekly-Off	: 4 (SUN)	Days-Off	: 0
Paid Holidays	: 4	Unpaid Holidays	: 0
Working Days	: 27	Max Payable Days	: 19
LWP	: 0	Net Paid Days	: 19
Present Days	: 19	Paid Leaves	: 0

Earnings	Amount Rs.	Deductions	Amount Rs.
BASIC SALARY	3,677.00	PF	581.00
HOUSE RENT ALLOWANCE	6,121.00	ESI	83.00
EXECUTIVE ALLOWANCE	1,165.00	PROFESSIONAL TAX	0.00
INCENTIVE	0.00	TDS	0.00
INTEREST FREE OR CONSESSIONAL LOANS	0.00	STAFF ADVANCE	0.00
LEAVE ENCASHMENT	0.00	IMPREST	0.00
BONUS	358.00		
ALLOWANCE TO TRANSPORT EMPLOYEES	0.00		
Total Earnings	**11,321.00**	**Total Deductions**	**664.00**

Net Pay : Rs. 10,657.00
In Words : Rs. Ten Thousand Six Hundred Fifty Seven Only

Employer's Contribution (CTC)

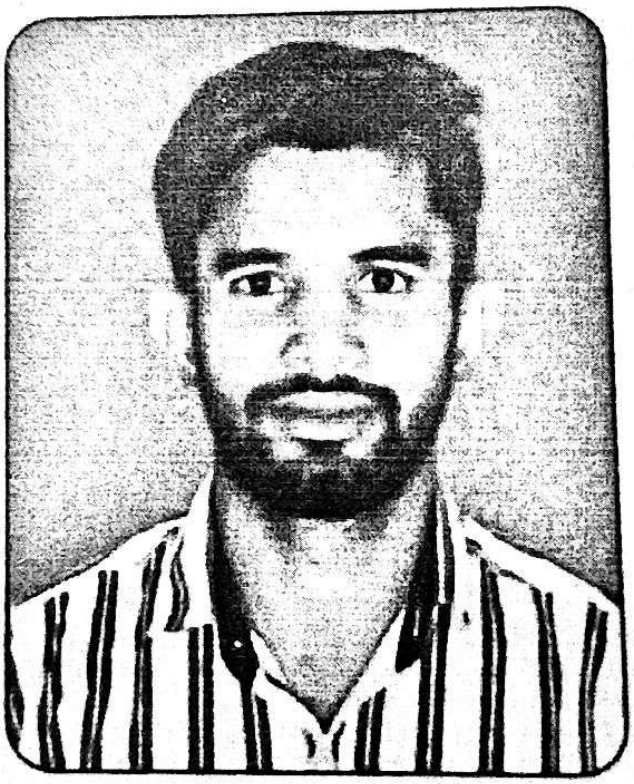
GROSS EARNING		11,321.00
EMPLOYER'S PROVIDENT FUND		581.00
- - -> PENSION FUND	403.00	
- - -> PROVIDENT FUND	178.00	
EMPLOYER'S STATE INSURANCE		357.00
	Total :	**12,259.00**

Total CTC : Rs. 12,259.00
In Words : Rs. Twelve Thousand Two Hundred Fifty Nine Only

This is Computer Generated Sheet, does not require Signature.

Authorised Signatory

AMS-India



Name : Manjunath M G

Emp. ID : 180181

Bl. Group : O+ve

Advance Mechanical Services Pvt Ltd
29/1, 4th Floor, Malik Building, Hospital Road,
Shivajinagar, Bangalore-560 001, Karnataka, Ind
Ph: +91 80 4124 0947
www.ams-India.co.in

Advance Mechanical Services Pvt Ltd.
108 E, First Floor, SRS Road
III Phase, Peenya Industrial Area,
Bangalore 560058.
Tel. +91 80 28377270

Advance Mechanical Services Pvt Ltd.
F-202, 2nd Floor, Puneeet-Yash Arcade,
S. No. 27, Nr. Kothrud Bus Stand
Kothrud, Pune - 411038
Website : www.arm-india.com

Advance/HRD/2021
10th December 2021

AMS-India

Mr. Manjunath M G
#00, Near Basaveswara Temple
Channagiri Tq, Hosakere
Davangere
Karnataka-577551

Dear Mr. Manjunath

With reference to your application and subsequent interview, we are pleased to offer you appointment as "G.E.T."

1. You will be in Level - 10 of the Company's compensation structure. Detail of your compensation would be as follows:

Basic	6,000.00	72,000.00
HRA	9,987.00	1,19,844.00
Executive Allowance	1,900.00	22,800.00
Total	17,887.00	2,14,644.00
Bonus*	584.00	7,008.00
Employer Contribution towards P.F.	948.00	11,376.00
Employer Contribution towards ESI	581.00	6,972.00
TCTC	20,000.00	2,40,000.00

2. (a) This appointment shall take effect from the date you join duty.
   (b) The Company will expect you to work with a high standard of initiative, efficiency and economy.
   (c) You shall be entitled for P.F., ESI & Gratuity as per the Act.

3. You will be on probation for a period of one Year. Upon satisfactory completion of probation, you will be put in the regular cadre of the Company. After completion of the probation period, till such time that you are intimated in writing regarding your confirmation you shall continue to be on probation.

4. Your services are terminable at any time, except if the termination of your employment is for cause, with three months' notice from your side and one months notice or pay in lieu thereof from the company side. Upon resignation, it is up to the discretion of the management to relieve you early from your services depending on business requirements and project execution. Shortfall of notice if any shall be recovered on monthly gross salary. Minimum period for which you need to work with AMSPL is three years from the date of this letter. In the event of your leaving the job before completion of three years, a sum of Rs.50,000/- being the cost incurred by the company on project execution and miscellaneous activities will be recovered in addition to the notice period salary.

5. During your employment with the company, you will be liable to be transferred to any of the offices/divisions/departments/ manufacturing units of the company or its subsidiary whether existing or to be set up whether in the same town or any other town/city or anywhere in India or abroad on the same terms and conditions of the employment at the sole discretion of the management

Initialled.....

Contd...2

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N. Chashdhar

ADVANCE MECHANICAL SERVICES PVT. LTD.

Advance Mechanical Services Private Limited
29/1, Malik Building, 4th Floor, Hospital Road, Shivajinagar, Bangalore – 560 001. Ph. 080- 4124 0947
Registered Office : A-43A, Shop No 3, Pancheel Vihar, Malviya Nagar, New Delhi- 110017
Noida: C-130, Ground Floor, Sector-2, Noida- 201301 U P
CIN No.U29100DL2010PTC199769
Website: www.ams-india.co.in

TVS E S



Nagasundar K S

NEEM Trainee HFRL

NEEM ID : 0

Dept : Quality

Mobile No: 6363932049

Ref No : 3302579

H.O.D.

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

ASTUTE
EXPLORATION BEYOND IMAGINATION

(26)

SUPREMO ASTUTE TECHNOLOGIES

Internship Offer Letter

Date: 29.07.2019
Nidesh Shetty,
Mangalore

Dear Nidesh,

In reference to your application, interview, we would like to congratulate you on being selected as a Graduate Engineering Trainee- Piping with Supremo Astute Technologies LLP based at Mangalore. Your training is scheduled to start effective Aug 5th 2019 for a period of one year. All of us at Supremo Astute Technologies are excited to have you in our team!

As such, your training will include orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class. Your duties and assignments for this position will be those described to you from your supervisor.

Offered Position: GET
Dept.: Piping
Payout: Rs.8000 stipend / month

If you have any questions, please feel free to contact your Supervisor or me. Again, congratulations and we look forward to working with you.

Yours sincerely,
For Supremo Astute Technologies LLP

Authorised Signatory

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Pay Slip TH TUKEN INDIA LIMITED Month : October 2021 Catg : B1 (27)

Emp.Code: 2567
Name : NIKHIL H S
Grade: TRAINEE - YU OFFER SUPPORT

A/c No :
P.F. No : XX/XXX/999999/999999
ESI No :

EARNINGS						DEDUCTIONS				LEAVE DETAILS			
TYPE	ACTUAL	EARNED	TYPE	ACTUAL	EARNED	TYPE	AMOUNT	TYPE	AMOUNT		OPEN	AVAIL	CLOSE
Basic	17,500.00	17,500.00	Fl.x.Allow			EPF	2,100.00	Bank Loan		PL			
DA			Wshg. Allow.			VPF		Veh.Adv.		CL			
VDA			Fix. Incen			ESI	132.00	Sal .Adv.		SL			
Spl.Pay			Shift Allow.			P.Tax	200.00	Sal. Ded		CO			
										LD			
BaseTotal	17,500.00	17,500.00	C.C.Allow.			I.Tax		Per..Loan		ABS			
HOD Allow			Trvl .Allow.			LIC		Spl.Contr		LWP			
HRA			Effi..Incen.			LWF		Uni.Subs.		ESI			
Conv.Allow.			T.O.Incen.			Tr.Dedn.		Hom Loan		ML			
Cant.Allow.			Med. Allow.			Fes Adv		Oth.Loan					
Other Allow			Overtime.			Mob. Dedn		Rnd.Dues	5.91				
			Shift Arrears			Oth Ded		PT cary	0.00				
			Total Earnings:		17,500.00		Total Deductions :		2,437.91				

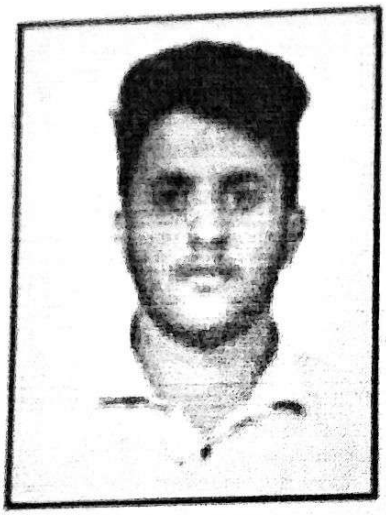
SUMMARY	
Earnings	17,500.00
Deductions	2,437.91
Round Off	7.91
Net Pay	15,070.00

Net Pay In Words : Rupees. Fifteen Thousand Seventy Only

YUKEN

Friendly Intelligent Powerfull!

Hydraulics



Emp. No : 2567

Blood Group : O+ve

Diabetic : No

NIKHIL H S

Sig. of Employee

Authorised Sig.

H.O.D.

Dept. Of Mechanical Engineering

Sahyadri Institute of Engg. & Technology

Mijar, MOODBIDRI - 574 225

(28)

Automotive Electronics

BOSCH

To,
Mr. Parthasarathy D J
S/O Jagannath D T
No 36, Ashraya Apts, 1st main, Vinayaka layout
Vijayanagar, Bangalore- 560040

Bosch Automotive
Electronics India Pvt. Ltd.
Hangar 703 (Beh. Bosch Ltd)
Naganathapura, Electronics
City PO,Bengaluru 560 100
Tel +91 4103 5941
Fax +91 4103 5909
www.boschindia.com

NhP1/HRL

15 September 2020

Graduate Apprenticeship Program

Dear Mr. Parthasarathy D J

Please refer to the Written Test and Personal Interview you had with us for the above program. We are pleased to inform you, that you have been selected for the position of Graduate Apprenticeship Program in our Company at Naganathapura. Your appointment as a Graduate Apprentice is subject to your completing the Engineering course (BE/B.Tech) successfully. The Training Program starts with effect from 16.09.2020

The duration of the training will be one year from the date of your reporting for training.

1 During the training period, you will be paid a consolidated stipend and will also be entitled to

Certain allowances/benefits as follows:

Sl.No	Particulars	INR per annum
1.1	Consolidated Stipend	178200/-
1.2	Special Allowance	145800/-
	Total	**324000/-**

2 Please note that you will not be entitled to annual bonus or any other allowances/perks/benefits, Other than what is mentioned in clause above.

3 You will have to enter into a Contract of Apprenticeship with the Company for a period of one year, as required under the Apprentices Act 1961 and Apprentices (Amendment) Act, 1973 & 1986.

4 Please note that you will have no right or claim for employment in the Company's Bangalore unit or in any other units of the Company, after completion of your training.

5 Your engagement as "Graduate Apprentice" will automatically cease at the end of the stipulated period of your training as per this contract.

6 You will be governed and shall abide by the Rules and Regulations of the Company & Apprentices Act in force from time to time.

7 This appointment letter is issued on the understanding that all the information given by you in the prescribed application form is correct, true and complete. If it is found at any time that the information given by you in the prescribed application form is not correct, not true or you have knowingly suppressed any information, the Company will have the right either to withdraw this letter before you commence your training with us or to terminate your training, at any time and without any notice or compensation, after you have taken up training with us. This offer of appointment is provisional, subject to your being declared medically fit by Company's Medical Officer.

8 In accordance with the provisions of the Companies Act, 1956, as amended by the Companies (Amendment) Act, 1960, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are requested to make the declaration in the enclosed form and submit it to us.

9 Please sign and return the duplicate of this letter in token of your having read, understood and accepted the above terms and conditions.

Yours Faithfully,
for Bosch Automotive Electronics India Private Limited,

(Syed Altaf A)
Manager - Human Resources.

I accept the above terms and conditions.

Name: PARTHASARATHY D.J. Signature: Parthy

Mobile No: 7483128607 Date: 15-09-2020

BOSCH

BOSCH AUTOMOTIVE ELECTRONICS INDIA PRIVATE LIMITED

Payslip for the month June 2021

Emp.No.	:33775040	Name	:Parthasarathy J	Total Days	:30
Date of Joining	:16.09.2020	Department	:NhP1/MOE12	LOP Days	:0,00
Date of Birth	:04.02.1999	Designation	:Graduate Apprentice Train	Paid Days	:30,00
Bank Name	:KARNATAKA BANK LTD	Location	:RBAI - Naganathpura	Rate - Basic	: 0
Bank Acc.No.	:9072500101620901	Cost Centre	:176337	PAN No.	:
CL Op.Bal	: 0,00	EL Op.Bal	: 0,00	SL Op.Bal	: 0,00
CL Availed	: 0,00	EL Availed	: 0,00	SL Availed	: 0,00
CL Cl.Bal	: 0,00	EL Cl.Bal	: 0,00	SL Cl.Bal	: 0,00
PF No.	:	Aaadhaar	:396506168073	UAN	:

Earnings		Deductions		Perks/Other income/Exemptions/Rebates	
Special Allowance	12.150,00	Professional Tax	200,00		
Stipend	14.850,00	Rounding off adjustment	0,93		
Spl. Allow. Arrears	2.055,73				
Stipend Arrears	2.512,56				
Rounding off Amount	0,64				
Total	31.568,93	Total	200,93		

Take Home Pay: 31.368,00 | Claims: 0,00

Loan Details

Loan Type	Opening Balance	Recovered	Closing Balance
Society Loan			
Consumer Loan			
Car Loan			
Two Wheeler Loan			
Personal Loan			

Form 16 summary

Gross Salary	315.445,71
Balance	315.446,00
Std Deduction	50.000,00
Empmnt tax (Prof Tax)	2.400,00
Aggrg Deduction	52.400,00
Incm under Hd Salary	263.046,00
Gross Tot Income	263.046,00
Total Income	263.050,00
Tax on total Income	2.610,00

***** This is Computer generated statement and hence do not require a Signature *****

BOSCH

BOSCH AUTOMOTIVE ELECTRONICS INDIA PRIVATE LIMITED

Payslip for the month June 2021

Emp.No.	:33775040	Name	:Parthasarathy J	Total Days	:30
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Bank Name	:KARNATAKA BANK LTD	Location	:RBAI - Naganathpura	Rate - Basic	: 0
Bank Acc.No.	:9072500101620901	Cost Centre	:176337	PAN No.	:
CL Op.Bal	: 0,00	EL Op.Bal	: 0,00	SL Op.Bal	: 0,00
CL Availed	: 0,00	EL Availed	: 0,00	SL Availed	: 0,00
CL Cl.Bal	: 0,00	EL Cl.Bal	: 0,00	SL Cl.Bal	: 0,00
PF No.	:	Aaadhaar	:396506168073	UAN	:

Earnings		Deductions		Perks/Other income/Exemptions/Rebates
Special Allowance	12.150,00	Professional Tax	200,00	
Stipend	14.850,00	Rounding off adjustment	0,93	
Spl. Allow. Arrears	2.055,73			
Stipend Arrears	2.512,56			
Rounding off Amount	0,64			
Total	31.568,93	Total	200,93	

Take Home Pay: 31.368,00 | Claims: 0,00

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Consumer Loan			
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Form 16 summary

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Incm under Hd Salary	263.046,00
Gross Tot Income	263.046,00
Total Income	263.050,00
Tax on total Income	2.610,00

***** This is Computer generated statement and hence do not require a Signature *****

RBAI

BOSCH



Surname

J

Name

Parthasarathy

Employee No: 33775040

Valid till: 15.09.2021

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

29

NUMANN

NUMANN PRECISION PRODUCTS PVT LTD

Phone : +91 4344 278678
Email : nppl@numannauto.com
Website : www.numannauto.com

10-12-2020

To

Mr Pavan S
Alvas Institute of Engineering and Technology,
Moodbidri,

Sub: Offer of employment

Dear Mr Pavan S,

We are pleased to offer you a post of **ENGINEER-TRAINEE** based on the following terms and conditions:

1. Your annual monthly gross salary will be **Rs 12,000/-** (Rupees twelve thousands only) inclusive of all. (Ref. enclosure of Annexure for the details)
2. Your base location will be our works situated in Hosur, Tamilnadu.
3. You will observe working hours as advised by the establishment. Currently it is 8.00 am to 4.30 pm from Monday to Saturday.
4. Date of joining will be on 01-02-2021
5. You shall be undergoing for minimum period of SIX months as Trainee - Operator on machines.
6. You shall be governed by the rules and regulations of the Company in force from time to time.
7. You shall be signed an interment Bond for minimum of one year contract.
8. You shall be bring all original certificates, Aadhar card and 4 photos on joining date

Please send your acceptance of terms and conditions of joining the service by return mail at the earliest.

Wish you all the best and we look forward to welcoming you to our Organisation.

Best Regards,

S.Ravindran
Managing Director

H. O. D.
Dept. of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(10)

NU-FLOW AUTOMATION (INDIA) PVT. LTD.

NU-FLOW AUTOMATION (INDIA) PVT. LTD.
301, Santok Bhuvan, Bhimani Street, 3rd Floor,
Matunga, Mumbai - 400 019. INDIA
Cell: +91 73044 40007
Email: sales@nuflow.in
Web: www.nuflow.in
CIN: U29309MH2020PTC344078

22 March 2021

Mr. Prashant Poojari
Bhiwandi

Letter of Joining

Following your application and subsequent interviews with us we are pleased to offer you employment on the following terms & conditions, applicable from the date of joining:

1. Your job title will be **Engineer- Sales** or as may be decided by Management based on the task/s assigned to you.

2. Your basic pay will be INR 18,000/- (Indian Rupees Eighteen Thousand only) per calendar month.

3. Other Allowances:

a. Travelling expenses for company business at actual against documentary proofs.
b. Communication (Mobile/ Telephone) expenses at actual not exceeding INR 500/- per month
c. Outstation expenses: While traveling for company business you will be eligible for travel, lodging and boarding allowances as per prevailing company rules.
d. Special allowances as & when decided by Company Management based on your performance (e.g. Diwali Bonus, Performance incentives as & when decided by Company Management)

4. You will have to sign "Service Bond" and "Non Disclosure Agreement" as & when decided by Company Management.

5. You will be on a probation period of 4 months from date of joining. During probation, the services will be liable to termination by giving One month notice on either side without assigning any reasons therefor; provided also that Appointing Authority shall have right to terminate the services of the appointee forthwith or from any subsequent date on payment of a sum equivalent to the amount of pay and dearness allowance last drawn by the appointee for the period of notice in lieu of the notice period or period by which such notice falls short of.

13. After satisfactory completion of probation, the services will be liable to termination by giving Three month notice on either side without assigning any reasons therefor; provided also that Appointing Authority shall have right to terminate the services of the appointee forthwith or from any subsequent date on payment of a sum equivalent to the amount of pay and dearness allowance last drawn by the employee for the period of notice in lieu of the notice period or period by which such notice falls short of.

14. The emoluments/benefits due to you will be liable / subject to tax in accordance with the provisions of Income Tax Act and Rules made hereunder as also other applicable laws, if any, as may be in force from time to time.

15. The office is a sterile zone. Consumption of alcohol, smoking and drugs are strictly prohibited. Appropriate penal action will be taken against the employee where he violates the norms.

16. The Internet and other access and communication facilities provided at the work place are for the use of NU-FLOW AUTOMATION (INDIA) PRIVATE LIMITED's business alone. Any improper or personal use is prohibited. Access to the network for personal, prohibited and illegal activities such as obscene communication is strictly prohibited.

17. For employees serving the probation period, He/ She may not be liable to apply for relieving letter. The Employee who has completed the probation period abide to expedite his/her responsibilities during notice period & will furnish the hand over activities successfully. Relieving letter shall be issued by the management on & only after the successful completion of Notice Period and hand over activities.

18. The employees served his/her job profile for a period more than one year will get the Experience Certificate. Experience Certificate shall not be issued for period less than a year.

If the above terms and conditions for employment are acceptable to you, please sign and return the enclosed duplicate copy of this letter in token of your acceptance.

for **NU-FLOW AUTOMATION (INDIA) PRIVATE LIMITED**

Vaibhav Mehta
Director

I have read and understood the terms and conditions of service mentioned in this letter. I hereby accept them without any reservation.

Date:

Signature:

Date of Joining: 22 March 2021

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(31)

NUMANN PRECISION PRODUCTS PVT LTD

Phone : +91 4344 278678
Email : nppl@numannauto.com
Website : www.numannauto.com

10-12-2020

To

Mr Poojary Hiten Umesh
Alvas Institute of Engineering and Technology,
Moodbidri,

Sub: Offer of employment

Dear Mr Poojary Hiten Umesh,

We are pleased to offer you a post of **ENGINEER-TRAINEE** based on the following terms and conditions:

1. Your annual monthly gross salary will be **Rs 12,000/-** (Rupees twelve thousands only) inclusive of all. (Ref. enclosure of Annexure for the details)
2. Your base location will be our works situated in Hosur, Tamilnadu.
3. You will observe working hours as advised by the establishment. Currently it is 8.00 am to 4.30 pm from Monday to Saturday.
4. Date of joining will be on 01-02-2021
5. You shall be undergoing for minimum period of SIX months as Trainee - Operator on machines.
6. You shall be governed by the rules and regulations of the Company in force from time to time.
7. You shall be signed an interment Bond for minimum of one year contract.
8. You shall be bring all original certificates, Aadhar card and 4 photos on joining date

Please send your acceptance of terms and conditions of joining the service by return mail at the earliest.

Wish you all the best and we look forward to welcoming you to our Organisation.

Best Regards,

S.Ravindran
Managing Director

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

12

Suprajit

Suprajit Engineering Limited

1112

132, Bommasandra Industrial Area, Bangalore
BOMMASANDRA_BLR - 560099, KARNATAKA

Payslip for December 2021

Employee Code	: 7164	Bank	: AXIS BANK
Name	: Prasan Virabhadrappa Kadappanavar	Bank A/C No.	: 920010070091031
Designation	: Graduate Engineer Trainee	Location	: BOMMASANDRA_BLR
Department	: Quality	PAN	: FWUPK3665N
Gender	: Male	Project	
Date of Birth	: 12-Jan-1996	UAN	: 101650943192
Date of Joining	: 11-Jan-2021	PF A/C No.	: PYBOM00136460000014568
Attendance: Base,Elig	: 31.00, 31.00	ESI No.	: 5041724978
Previous Period LOP, LOP Reversal Days	: 0.0, 0.0		

Earnings	Fixed Amount	Earning Amount	Deductions	Amount
Basic	13,500.00	13,500.00	ProvidentFund	1,620.00
HouseRentAllowance	2,950.00	2,950.00	Employees StateInsurance	124.00
Washing Allowance	050.00	50.00	Canteen	630.00
LeaveTravelAllowance		1,209.00	LWF	20.00
Medical Exp Reimbursement		1,209.00	ProfessionalTax	200.00
Pension		1,209.00		
Attendance Bonus		75.00		
Total Earnings	16,500.00	20,202.00	Total Deductions	2,594.00
Net Salary : 17,608.00 *(Seventeen Thousand Six Hundred and Eight Only)*				

Leave Type	Opening Balance	Current Month Credit	Leaves Withdrawn /Rejected of previous month	Leaves Utilized	Available Balance
Casual Leave	0.86	0.00	0.00	0.00	0.86
Earned Leave	7.00	1.00	0.00	0.00	8.00
Sick Leave	0.50	0.00	0.00	0.00	0.50

Suprajit Engineering Limited



PRASANNA V K

EMP.NO. : 7164

Badami

AUTHORISED SIGNATORY

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

ASTUTE
EXPLORATION BEYOND IMAGINATION

(17)

SUPREMO ASTUTE TECHNOLOGIES

Internship Offer Letter

Date: 03.08.2020
Prashanth Naik K,
Mangalore

Dear Prashanth,

In reference to your application, interview, we would like to congratulate you on being selected as a Graduate Engineering Trainee- Piping with Supremo Astute Technologies LLP based at Mangalore. Your training is scheduled to start effective Aug 10th 2020 for a period of one year. All of us at Supremo Astute Technologies are excited to have you in our team!

As such, your training will include orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class. Your duties and assignments for this position will be those described to you from your supervisor.

Offered Position: GET
Dept.: Piping
Payout: Rs.8000 stipend / month

If you have any questions, please feel free to contact your Supervisor or me. Again, congratulations and we look forward to working with you.

Yours sincerely,
For Supremo Astute Technologies LLP

Authorised Signatory

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(74)

C-14 A&B, Sector-1, Noida - 201301
Distt. Gautam Budh Nagar, (U.P.) India
Tel: +91-120-6752100, 6752278
Fax: +91-120-2521866, 2521966
Website: www.motherson.com
CIN - L34300MH1986PLC284510

Motherson Sumi Systems Limited

WORKS: 31-B Industrial Area, Phase - 1, Kumbalgodu, Bangalore - Mysore Road - 560074

15th July, 2021

Mr. Rakesh A
Anappa Church Road
Hosanagara Shivamogga - 577418

LETTER OF OFFER

Dear Mr. Rakesh,

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as **"Graduate Engineer Trainee"** on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **19th July, 2021** at **9.00AM**.

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

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport size Photographs in formal attire with white background.

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

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

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorate basis.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

Thanking you,
For Motherson Sumi Systems Ltd.

Shailesh Singh
Associate Vice President- HRM

H. O. D.
Dept. of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

ASTUTE
EXPLORATION BEYOND IMAGINATION

(15)

SUPREMO ASTUTE TECHNOLOGIES

Internship Offer Letter

Date: 29.07.2019
Rakesh R,
Mangalore

Dear Rakesh,

In reference to your application, interview, we would like to congratulate you on being selected as a Graduate Engineering Trainee- Piping with Supremo Astute Technologies LLP based at Mangalore. Your training is scheduled to start effective Aug 5th 2019 for a period of one year. All of us at Supremo Astute Technologies are excited to have you in our team!

As such, your training will include orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class. Your duties and assignments for this position will be those described to you from your supervisor.

Offered Position: GET
Dept.: Piping
Payout: Rs.8000 stipend / month

If you have any questions, please feel free to contact your Supervisor or me. Again, congratulations and we look forward to working with you.

Yours sincerely,
For Supremo Astute Technologies LLP

Authorised Signatory

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(37)

NUMANN PRECISION PRODUCTS PVT LTD

Phone : +91 4344 278678
Email : nppl@numannauto.com
Website : www.numannauto.com

To

10-12-2020

Mr Rakshith Kotain
Alvas Institute of Engineering and Technology,
Moodbidri,

Sub: Offer of employment

Dear Mr Rakshith Kotain,

We are pleased to offer you a post of **ENGINEER-TRAINEE** based on the following terms and conditions:

1. Your annual monthly gross salary will be **Rs 12,000/-** (Rupees twelve thousands only) inclusive of all. (Ref. enclosure of Annexure for the details)
2. Your base location will be our works situated in Hosur, Tamilnadu.
3. You will observe working hours as advised by the establishment. Currently it is 8.00 am to 4.30 pm from Monday to Saturday.
4. Date of joining will be on 01-02-2021
5. You shall be undergoing for minimum period of SIX months as Trainee - Operator on machines.
6. You shall be governed by the rules and regulations of the Company in force from time to time.
7. You shall be signed an interment Bond for minimum of one year contract.
8. You shall be bring all original certificates, Aadhar card and 4 photos on joining date

Please send your acceptance of terms and conditions of joining the service by return mail at the earliest.

Wish you all the best and we look forward to welcoming you to our Organisation.

Best Regards,

S.Ravindran
Managing Director

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(38)

NAETEK FERROCASTINGS PVT LTD

31-EFG SHIVAMOGGA BHADRAVATHI INDUSTRIAL AREA
Machenahalli,Nidige Post,shivamogga,Karnataka,India,577222
URL:www.naetekferrocastings.in

Salary Slip

Month: SEP 2021

Emp Code	EC10154	RAKSHITH R			
Designation:	Planning Engineer	Department:	Production	Account No:	3796101003244
PF No:		ESI No:		PAN No:	
UAN No:		Aadhaar No:		Total_Days:	30
Holidays :	1	Work_Days:	25	Weekoff_Day:	4

EL_Days: 0	CL_Days: 0	Absent_Days: 0	ESI_Days: 0

Earnings	FIXED	ACTUALS	Deductions	
BASIC :	4022	4022	EPF :	1355
DA :	4055	4055	P - Tax :	0
CA :	3218	3218	ESI :	101
HRA :	2205	2205	INC Tax :	0
ATT BONUS :	-	0	Union :	0
MISC 2 :	-	0	LWF :	0
Heat Al :	-	0.00	LIC :	0
Night Al :	-	0.00	Festival Advance :	0
TOTAL :	13500	13500	Meal Deductions :	250
			Othe Deductions:	0
			TOTAL :	1706

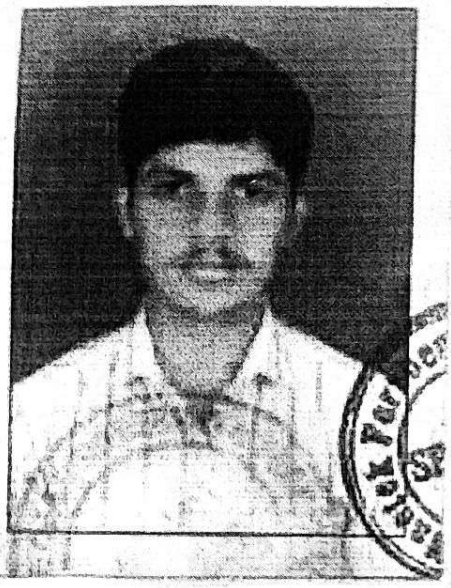
Net Pay:	11794

RUPEES ELEVEN THOUSAND SEVEN HUNDRED NINETY-FOUR ONLY

NAETEK FERROCASTINGS PVT LTD.

31 EFG, Shimoga-Bhadravathi Industrial Area, Machenahalli, NIDIGE
Ph. : 8182 - 246015

Date: 07.01.2022



Date: 07.01.2022

The Holder of this identification letter

Mr. RAKSHITH R. is our Company Employee

For Naetek Ferrocastings Pvt. Ltd.,

Authorised Signatory

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

VOLVO
VOLVO GROUP

Ms. Rashmitha,
D/o Ramesh Suvarna,
#3-28, B Ekadantha matapady Road,
Near Mahalingeshwara temple chanthar,
Brahmavara, Udupi – 576 213

24th November, 2020

Dear Rashmitha,

With reference to your application and the interview you had with us, we are pleased to inform you that you have been selected for undergoing Training in our Organization as Graduate Apprenticeship Trainee. It is our pleasure to extend this offer of Training subject to the following terms and conditions:

1. You shall be referred as 'Graduate Apprentice Trainee' with effect from 17.11.2020 and your training will be strictly as per prescribed by the Apprentice Act, 1961 as may be amended from time to time and the various rules framed hereunder. You are therefore required to report to the company for the Apprentice Training on 17.11.2020 at 08.00AM, failing which this offers for 'Graduate Apprentice Training' will be cancelled.

2. Your 'Graduate Apprentice Training' will be for a period of Twelve Months (12 Months) from 17.11.2020 or for such periods as may be fixed by the Apprentice Act, 1961 and the Rules framed there under or the notifications issued by the Government and till such period as may be extended by the Company.

3. You are required to enter into a separate 'Contract of Apprenticeship' (Schedule III) with the Company. The records entered in your matriculation (SSLC/10th Class) shall be considered final for the purposes of determining your age.

4. Your apprenticeship training shall be deemed to have commenced on the date on which the Contract of Apprenticeship is entered into by you. There shall be periodical evaluation during the training period and poor performance/ indiscipline may result in discontinuation of the training.

5. You shall learn your trade dutifully and diligently and endeavor to qualify yourself as a skilled technician before the expiry of the training period.

6. You shall attend the practical and instructional classes as intimated to you by the Company.

7. You shall carry out all the lawful orders and company policies and your superiors including hours of work and shift etc.

VOLVO GROUP INDIA PRIVATE LIMITED

Yalachahally, Tavarakere Post, Hosakote, Bangalore - 562 122

PAY SLIP FOR THE MONTH OF JUN 2021

Employee No	A370930	Location	Hoskote
Name	Rashmitha	Department	Group Trucks Operations
Date of Joining	17 Nov 2020	Designation	Graduate Apprentice Trainee
Bank Name	BANK OF BARODA	Total Days	30
Bank Acc. No.	73680100002526	LOP	0
PF No.		Work Days	30
PF UAN No.		Effective Work Days	30
ESI No.		OT Hours	0
PAN No.		Late Coming(Minutes)	0
Early Going(Minutes)	0	No Work No Pay(Minutes)	0

Earnings	Rs.	Deductions	Rs.
STIPEND	17,000.00	TRANSPORT DEDUCTION	450.00
Total Earnings	17,000.00	Total Deductions	450.00

t Pay :	16,550.00
(Rupees Sixteen Thousand Five Hundred Fifty Only)	

Print Date: Jul 5, 2021 11:17 AM

VOLVO



RASHMITHA

Emp. No.: A370930 B. Group : O +ve

Emergency Contact: +91 99008 00564

Authorised Sign.

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Volvo Group India Private Limited
Yalachahally, Tavarekere Post
Hoskote, Bangalore - 562 122
Telephone : 080 6691 4000

VOLVO
VOLVO GROUP

(40)

Ms. Raveena,
D/o Shekhara thingalaya,
4-41,Kerebadi,
Sastana post, Saligrama,
Udupi – 576 226

24th November, 2020

Dear Raveena,

With reference to your application and the interview you had with us, we are pleased to inform you that you have been selected for undergoing Training in our Organization as Graduate Apprenticeship Trainee. It is our pleasure to extend this offer of Training subject to the following terms and conditions:

1. You shall be referred as 'Graduate Apprentice Trainee' with effect from 20.11.2020 and your training will be strictly as per prescribed by the Apprentice Act, 1961 as may be amended from time to time and the various rules framed hereunder. You are therefore required to report to the company for the Apprentice Training on 20.11.2020 at 08:00AM, failing which this offers for 'Graduate Apprentice Training' will be cancelled.

2. Your 'Graduate Apprentice Training' will be for a period of Twelve Months (12 Months) from 20.11.2020 or for such periods as may be fixed by the Apprentice Act, 1961 and the Rules framed there under or the notifications issued by the Government and till such period as may be extended by the Company.

3. You are required to enter into a separate 'Contract of Apprenticeship' (Schedule III) with the Company. The records entered in your matriculation (SSLC/10th Class) shall be considered final for the purposes of determining your age.

4. Your apprenticeship training shall be deemed to have commenced on the date on which the Contract of Apprenticeship is entered into by you. There shall be periodical evaluation during the training period and poor performance/ indiscipline may result in discontinuation of the training.

5. You shall learn your trade dutifully and diligently and endeavor to qualify yourself as a skilled technician before the expiry of the training period.

6. You shall attend the practical and instructional classes as intimated to you by the Company.

7. You shall carry out all the lawful orders and company policies and your superiors including hours of work and shift etc.

Volvo Group Trucks Operations
Volvo Group India Private Limited
(formerly Volvo India Private Limited)
Yalachahally, Tavarekere Post, Hosakote, Bengaluru - 562 122
Telephone: +91 80 6691 4000
CIN Number is: U50101KA1996PTC024176
Registered Office : Yalachahally, Tavarekere Post, Hosakote, Bengaluru - 562 122, Karnataka, India
www.volvogroup.in

VOLVO



RAVEENA

mp. No.: A371351 B. Group : O +ve

mergency Contact: +91 82965 54039

Authorised Sign.

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Volvo Group India Private Limited
Yalachahally, Tavarekere Post
Hoskote, Bangalore - 562 122
Telephone : 080 6691 4000

Suprajit Engineering Limited



RAVI MAHADEV NIMBONI

EMP.NO. : 7256

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

AUTHORISED SIGNATORY

CADD CENTRE
Driving Digital Designs!

Franchisee : CADTECH
3rd Floor, Prestige Towers
Behind New Bus Stand
MOODBIDRI - 574 227
Phone : 08258 - 237218
Email : ka.moodbidri@caddcentre.com

Date: 09.12.2020

To:

Mr. S Y Mohan Kumar.
Final Year Mech Engineering
Alva's Institute of Engineering & technology,
Mijar shobhavana,
Moodbidri.

Appointment Letter

Dear Mr. S Y Mohan Kumar

We are pleased to appoint you as Designer Engineer (CAD) and you are expected to join from 11/12/2020. You will be reporting at our CADD Centre Moodbidri.

1. **Designation:** Your Designation will be Design Engineer (CAD)

2. **Compensation & Benefits:**

The Compensation & Benefits applicable to you is personal and should be treated with confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.

SALARY, PERQUISITES AND OTHER ALLOWANCES –

Cost to Company will be Rs. 20,000/- per month. (2,40,000 per Annum)

This Contract will be in effect from 11th December and is for a minimum period of 18 months from the date of commencement.

3.Training:

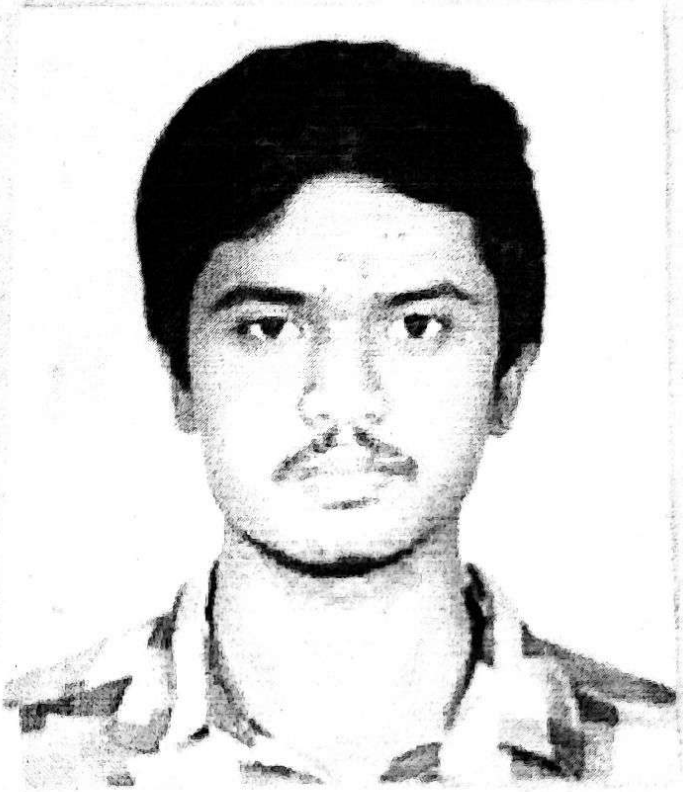
The company will invest substantial money and time in training you up to the expected level. It is therefore agreed by you that you will serve this position for at least 18 months. In case if you resign from the job within the minimum period of 18 months from the date of joining, you may be asked to pay back the training charges and 1 month Salary. The company will not be liable to provide any sort of documents like relieving cum experience letter, the settlement of any salary, bonus, incentives etc.

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(44)

TVS E S

TVS Educational Society



Sachin B U

NEEM Trainee HFRL

NEEM ID :0

Dept : Quality

Mobile No: 9916028903

Ref No : 3302573

H.O.D.
Dept. Of Mechanical Engineering
Sriva's Institute of Engg. & Technolo
Nijjar, MOODABIDRI - 574 225

TVS E S

TVS Educational Society



Santhosh G B

NEEM Trainee HFRL

NEEM ID :0

Dept : PMD

Mobile No: 7026704640

Ref No : 2202576

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Tech
Mijar, MOODBIDRI - 574 225

46

BHAVANI

BHAVANI INDUSTRIES

Manufacturers & Exporters of Precision Machined Components
Plot No 8B, Electronics City, Phase II (East), Hosur Road, BANGALORE - 560 100. INDIA
Ph.: 080-41734643 / 9686203776 e-mail: bhavani@bhavaniindustries.net

Date: 22-DEC-2020

To,

Mr. SANTHOSH K B
S/O Boomeshwarappa T S
Kanagonadanahalli (Post),
Davanagere,
Karnataka - 577525

Dear Mr. SANTHOSH

Sub: Appointment Letter

With reference to your application and interview you had with us, we are pleased to appoint you as **Engineer Trainee - NPD** with following conditions.

You will be paid consolidated Salary of **Rs.15,000/-**P.M including all allowances.

You will be on probation for a period of **6 months** which may be extended if required.

Minimum **2 Month** notice has to be given in case of resignation and leaving the job.

To ensure the above notice period, you have to deposit one Original Marks card/certificate, which will be returned to you while leaving the job after completing the notice period.

For Bhavani Industries

BHAVANI INDUSTRIES HR BANGALORE

LOKESH REDDY
(HR Manager)

Accepted the above terms & conditions.

Sign

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

BHAVANI

BHAVANI INDUSTRIES



SANTHOSH K B

BI - 231

ENGINEERING

Issuing Authority

Dept. Of Mechanical Engineering
NMAM's Institute of Engg. & Technology
Nitte, MOODBIDRI - 574 225

(50)

TVS-ES

TVS Educational Society



Shashikant Janamatti

NEEM Trainee HFRL

NEEM ID : 0

Dept : Quality

Mobile No: 9620322171

Ref No : 3303252

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(S1)

JINDAL SAW LTD.

Name	: ADIT ARAVIND SHETTY	Location	: JINDAL SAW-Nashik	Company cd	: JINDAL SAW LIMITED
Id	: 114632	Department	: QUALITY	Emp group	: MCS-JSAW
Pay period	: 04.01.2021 - 31.01.2021	PF No.	: KDNSK00503300000013133	Desig	: GRADUATE ENGINEER TRAINEE

Transfer date	Account No.	Amount	=	Earnings	-	Deductions	+	Adjustment
31.01.21	921010000870378	13,848.00	=	17,328.77	-	3,481.00	+	0.23

EL Bal. : 0.00 SL Bal : 0.00 CL Bal. : 0.00 Paid Days : 27.00 Unpaid Days : 1.00

Earnings		Deductions		Perks/Other income/Exemptions/Rebates	
Stipend	10,161.61	Ee PF contribution	1,591.00	Annual Perk	4,177.47
House Rent Allow.	4,072.64	Ee ESI contribution	130.00	Agg of Chapter VI	5,114.00
Conveyance	696.77	Prof Tax - split period	200.00		
Professional Pursuit All	130.65	Mess Deductions	1,560.00-		
Other Allow.	2,247.10				
Total	17,328.77	Total	3,481.00		

Take Home Pay	13,848.00

Perks Details		Form 16 summary	
Perk value:ho	4,177.47	Gross Salary	56,163.78
		Balance	56,164.00
		Std Deduction	50,000.00
		Employment tax (Prof Tax)	600.00
		Aggrg Deduction	50,600.00
		Incm under Hd Salary	5,564.00
		Gross Tot Income	5,564.00
		Agg of Chapter VI	5,114.00
		Total Income	450.00

JINDAL

JINDAL SAW LTD.

JSL: HRD: 2021
04 January 2021

PRIVATE & CONFIDENTIAL

To,
Mr. Adit Aravind Shetty,
Bldg. No. 2, B- 304, MHADA Colony
Chandivali, Andheri (E),
Mumbai - 400072

Dear Adit,

Further to our offer letter dated 26.12.2020, we are pleased to appoint you as **"Graduate Engineer Trainee"** in our plant located at **Nagothane** on the terms and conditions specified hereunder:

1. Your basic salary will be **Rs.11,690/-** (Rupees Eleven Thousand Six Hundred Ninety Only) per month.

   1.1 Annual increments and promotions will be made on the basis of merit in accordance with the guidelines of the company from time to time.

2. In addition to your basic salary, you will be entitled to the perquisites listed in Annexure-I.

   2.1 The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the Company.

3. Your appointment takes effect from **04.01.2021**. You will be on training for a period of **one year** from the date of your joining our services. You will be confirmed of your appointment in writing on successful completion of the said training period. If no confirmation is made at the end of the said period, it will be deemed to have been extended until the company confirms you in writing.

at any time during the term of service with the company or thereafter, make available or accessible such secret knowledge to any other party, directly or indirectly.

8. You will retire from the services of the company on attaining the age of 60 years, or earlier if found unfit. As per document submitted by you, your **date of birth** is **02.09.1998.**

9. You will be bound by code of ethics / conduct, any rules, regulations, office orders, and circulars in existence and framed by the company from time to time in relation to your service conditions, which will form part of your terms of employment.

10. You are expected to be always alive to the responsibilities and duties attached to an appointment to the Management Cadre and should conduct yourself accordingly.

Any variation of the above terms and conditions will not be valid unless expressly made in writing.

Please sign and return the duplicate copy of this letter of Appointment (initialing each page, including the Annexure- I) in token of your having accepted the above terms and conditions.

Thanking You,

Yours faithfully,

For JINDAL SAW LIMITED

Dr. Shashi Bhushan Sinha
Senior General Manager – HR & IR

Encl: as above

A-59-60, Malegaon MIDC, Sinnar - 422113, Distt. Nashik, Maharashtra Phone: +91 (2551) 227200 Fax: +91 (2551) 230967
Corporate Office : Jindal Centre, 12 Bhikaiji Cama Place, New Delhi- 110066 • Phone: +91 (11) 26188360 - 74, 26188345 Fax: +91 (11) 26170691

Annexure - I

Name: Adit Aravind Shetty

Designation : Graduate Engineer Trainee

Department : Quality

PARTICULARS	
Basic Pay	11,690
HRA / Co. Accommodation	4,676
Conveyance	800
Prof. Pursuit	150
Other allowance	2,580
STATUTORY	
PF(12% of Basic Pay)	1,800
ANNUAL	
Bonus / Ex-Gratia (20% of Basic Pay)	2,338
LTA	974
GROSS (Per Month)	25,008

GROSS (Per Annum)	3,00,096

for JINDAL SAW LIMITED

Dr. Shashi Bhushan Sinha
Senior General Manager (HR & IR)

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Automotive Electronics

(52)

BOSCH

To,
Mr. Shetty Manoj Manmatha
S/O Manmatha Shetty
Melkolyar House
Bommarabettu Village
Hiriadka Post,Udupi (T & D) - 576113

Bosch Automotive
Electronics India Pvt. Ltd.
Hangar 703 (Beh. Bosch Ltd)
Naganathapura, Electronics
City PO,Bengaluru 560 100
Tel +91 4103 5941
Fax +91 4103 5909
www.boschindia.com

NhP1/HRL

15 September 2020

Graduate Apprenticeship Program

Dear Mr. Shetty Manoj Manmatha

Please refer to the Written Test and Personal Interview you had with us for the above program. We are pleased to inform you, that you have been selected for the position of Graduate Apprenticeship Program in our Company at Naganathapura. Your appointment as a Graduate Apprentice is subject to your completing the Engineering course (BE/B.Tech) successfully. The Training Program starts with effect from 16.09.2020

The duration of the training will be one year from the date of your reporting for training.

1 During the training period, you will be paid a consolidated stipend and will also be entitled to

Certain allowances/benefits as follows:

Sl.No	Particulars	INR per annum
1.1	Consolidated Stipend	178200/-
1.2	Special Allowance	145800/-
	Total	**324000/-**

2 Please note that you will not be entitled to annual bonus or any other allowances/perks/benefits, Other than what is mentioned in clause above.

3 You will have to enter into a Contract of Apprenticeship with the Company for a period of one year, as required under the Apprentices Act 1961 and Apprentices (Amendment) Act, 1973 & 1986.

4 Please note that you will have no right or claim for employment in the Company's Bangalore unit or in any other units of the Company, after completion of your training.

5 Your engagement as "Graduate Apprentice" will automatically cease at the end of the stipulated period of your training as per this contract.

6 You will be governed and shall abide by the Rules and Regulations of the Company & Apprentices Act in force from time to time.

7 This appointment letter is issued on the understanding that all the information given by you in the prescribed application form is correct, true and complete. If it is found at any time that the information given by you in the prescribed application form is not correct, not true or you have knowingly suppressed any information, the Company will have the right either to withdraw this letter before you commence your training with us or to terminate your training, at any time and without any notice or compensation, after you have taken up training with us. This offer of appointment is provisional, subject to your being declared medically fit by Company's Medical Officer.

8 In accordance with the provisions of the Companies Act, 1956, as amended by the Companies (Amendment) Act, 1960, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are requested to make the declaration in the enclosed form and submit it to us.

9 Please sign and return the duplicate of this letter in token of your having read, understood and accepted the above terms and conditions.

Yours Faithfully,
for Bosch Automotive Electronics India Private Limited,

(Syed Altaf A)
Manager - Human Resources.

I accept the above terms and conditions.

Name: Signature:

Mobile No: Date:

BOSCH

BOSCH AUTOMOTIVE ELECTRONICS INDIA PRIVATE LIMITED

Payslip for the month May 2021

Emp.No.	:33773122	Name	:Shetty Manoj Manmatha	Total Days	:31
Date of Joining	:16.09.2020	Department	:NhP1/TEF10	LOP Days	:0,00
Date of Birth	:18.02.1998	Designation	:Graduate Apprentice Train	Paid Days	:31,00
Bank Name	:BANK OF BARODA	Location	:RBAI - Naganathpura	Rate - Basic	: 0
Bank Acc.No.	:81810100001520	Cost Centre	:176701	PAN No.	:
CL Op.Bal	:12,00	EL Op.Bal	: 0,00	SL Op.Bal	: 0,00
CL Availed	: 6,00	EL Availed	: 0,00	SL Availed	: 0,00
CL Cl.Bal	: 6,00	EL Cl.Bal	: 0,00	SL Cl.Bal	: 0,00
PF No.	:	Aaadhaar	:377343712587	UAN	:

Earnings		Deductions		Perks/Other income/Exemptions/Rebates	
Special Allowance	12.150,00	Professional Tax	200,00		
Stipend	14.850,00	Rounding off adjustment	0,35		
Rounding off Amount	0,35				
Total	27.000,35	Total	200,35		

Take Home Pay: 26.800,00

Claims: 0,00

Loan Details

Loan Type	Opening Balance	Recovered	Closing Balance
Society Loan			
Consumer Loan			
Car Loan			
Two Wheeler Loan			
Personal Loan			

Form 16 summary

Gross Salary	324.000,00
Balance	324.000,00
Std Deduction	50.000,00
Empmnt tax (Prof Tax)	2.400,00
Aggrg Deduction	52.400,00
Incm under Hd Salary	271.600,00
Gross Tot Income	271.600,00
Total Income	271.600,00
Tax on total Income	4.320,00

***** This is Computer generated statement and hence do not require a Signature *****



H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

AJAX

MAKES CONCRETE SENSE

CORPORATE OFFICE:
AJAX ENGINEERING PVT. LTD.
(Formerly AJAX FIORI ENGINEERING (I) PVT. LTD.)
CIN: U28920KA1992PTC013306
#253/1, 11 Main, Phase III, Peenya Industrial Area,
Bengaluru - 560 058, Karnataka, India.
T: +91 80 6720082/83 | Toll Free No.: 1-800-419-0628
E: customercare@ajax-engg.com | www.ajax-engg.com

September22, 2020.

Mr. Shikar V Raj Jain
S/o Vijayraj S Jain
Sri Srinivasa Nilaya
Assar Mohalla Road
Near Umo Tailor Challakere
Chitra Durga, Karnataka-577501.

We are glad to inform you that, you have been selected for doing a project in our company. You will be assigned a project in our Engineering Department for a period of six months from 22-09-2020 to 21-03-2021. During this period, you are required to undertake all duties and activities as assigned to you by the Asst.General Manager Design & Product Engineering who will be guiding you during your project.

You will be paid consolidated stipend of Rs.15000/- (Fifteen Thousand only) per month. You will not be eligible for any other benefits from the company during this period. You will be eligible to avail one casual leave per month during the tenure.

You need to adhere to the discipline and safe working principles of the company.

Best wishes and welcome to Ajax.

For AJAX ENGINEERING PVT LTD

GANAPATI N S
HEAD - HR & ADMIN

15. **DATE OF COMMENCEMENT OF TRAINING**: In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement duly signed and report for Training on or before **April 5, 2021**. While reporting for Training please bring 4 Passport size photographs and 2 copies each of your certificates and testimonials along with the originals. The original certificates will be returned to you after verification.

16. **OTHER TERMS AND CONDITIONS OF TRAINING**: This Letter of Engagement shall be read along with the provisions of the Apprentices Act and the Rules thereunder and the provisions of the Act and Rules shall prevail over the terms and conditions specified above.

17. During the Training period, either side will be at liberty to terminate this contract of employment by giving **One month's** notice in writing or stipend in lieu thereof. It shall not be necessary for either party to assign any reason for termination of the contract.

We would like to take this opportunity to welcome you and hope that your training with us will be rewarding.

Yours faithfully,

For AJAX ENGINEERING PVT. LTD.,

GANAPATI N SHAMBUMANE
HEAD– HR & ADMIN

ENDORSEMENT

I accept the terms and conditions stipulated in the above letter of engagement.

I shall report for undergoing Training on.....

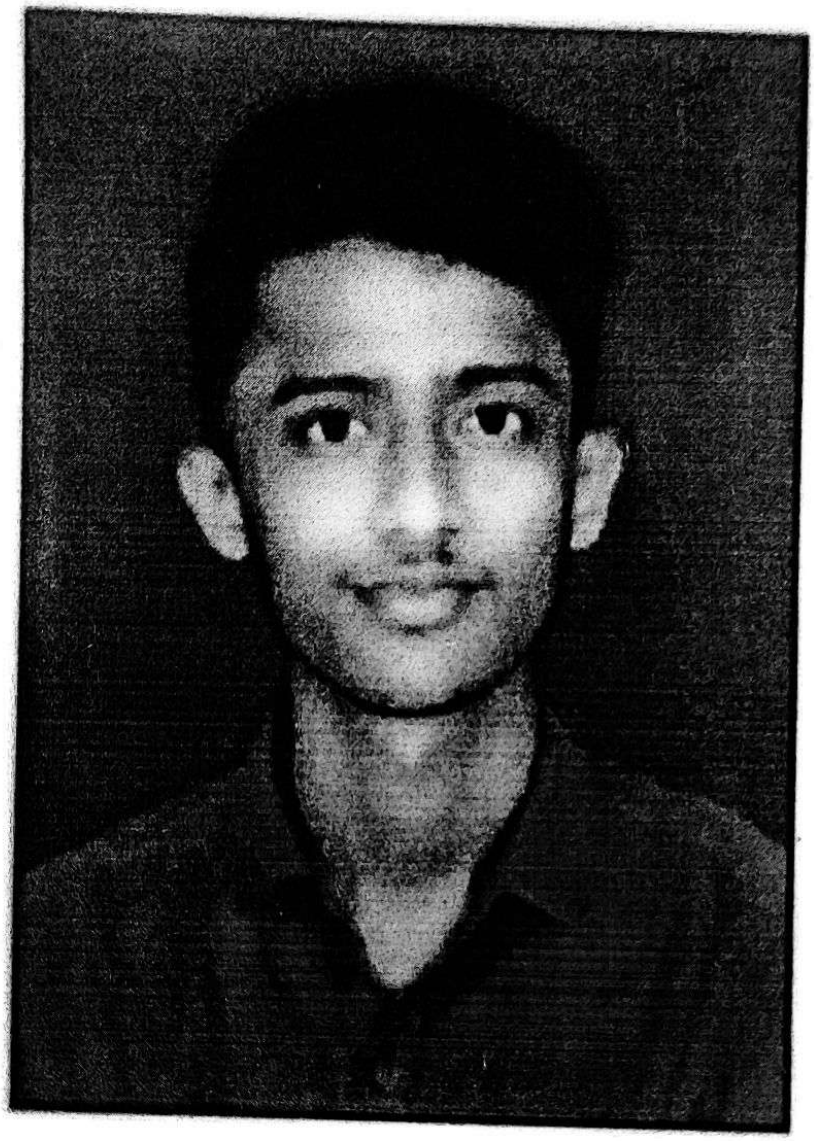
PLACE:

DATE:

(SIGNATURE OF CANDIDATE)

AJAX

MAKES CONCRETE SENSE



Name : SHIKHAR V RAJ JAIN

Department : Engineering

Employee No : 300485

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Dhanalakshmi Cashew Industries

GANDHINAGAR, MOODBIDRI - 574 227, D.K., MANGALORE TALUK, KARNATAKA STATE, INDIA
Phone: 9880309411, (08258) 236411 Fax: 237011, e-mail: dhanalaxmi_cashew@yahoo.co.in

Date 21/12/2020

Shravan
Alvas Institute of Engineering and Technology
Moodbidri

Dear Shravan

With reference to the discussions you have had with us, we are pleased to appoint you as "Graduate Trainee Engineer (Production) " for our Group companies on the following terms and conditions:

1. You will be paid a consolidated amount of Rs.2,10,00 per annum.
2. The above consolidated amount will consist of the following:
a) Rs.1,80,00per annum as fixed pay, and
b) Rs. 30,000 per annum as variable pay which is linked to your performance and that of the company.
3. This appointment is for a period of two years effective date of your joining and may be renewed on a mutual basis. This arrangement is with effect from 01/02/2021 and will be valid for a period of 2 years/s.
4. You will be eligible for 18 days leave pro-rated per calendar year. However, leave will be allowed subject to exigencies of work.
5. You will be provided comprehensive Accident/ Medical Health Insurance for your and your spouse.
6. It is clarified that in addition to the above, you will not be entitled to any other benefits.
7. This appointment can be terminated by giving three-month notice on either side or payment in lieu of shortfall in this notice period.
8. You shall observe all rules and regulations of the company.
9. During the tenure of the assignment with the company, you will not engage yourself in any other assignments or gainful employment without consent of the management.

Kindly sign a copy of this letter in acceptance of the above mentioned terms and conditions and return the same for our records

Regards,
For Dhanalakshmi Cashew Industries

Managing Partner / Partner

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

(66)

M

Sun Electric- Employment

1 message

Sun Electric Sales <sales1@sunelectric.co.in> Fri, Dec 11, 2020 at 10:37 AM
To: shravikagowda@gmail.com <shravikagowda@gmail.com>
Cc: Dilip A. Closepet <dilip@sunelectric.co.in>, accounts@sunelectric.co.in <accounts@sunelectric.co.in>, C R Anantha Prakash <prakash@sunelectric.co.in>

Dear Ms. Shravika Gowda,

Congratulations! We welcome you to join the professional team of **SUN ELECTRIC**. We have a great pleasure in issuing the ***Appointment*** for the position of "*Trainee –Quality Engineer*" subject to the terms and conditions indicated below.

- Date of joining: 14th December 2020
- Probation: Two months from date of joining
- Remuneration during probation: Rs. 18,000.00 per month
- On successful completion of probation, you will be absorbed into the company at a gross monthly emolument of Rs. 20,000.00
- Standard deductions wherever applicable will be deducted as per prevailing government norms.
- You shall abide all rules and policies of ***Sun Electric***
- A detailed confirmation letter will be issued upon successful completion of probation.

We have every hope that you will meet and even exceed the expectations of the management. We thank you for evincing interest in ***Sun Electric*** and wish you a successful and interesting career at ***Sun Electric.***

Please acknowledge this mail as a mark of acceptance.

With warm regards,

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Sharath Nadig S

Manager -Business Development

SUN ELECTRIC

Ph: +91-82773 60320

www.sunelectric.in

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

(58)

D Cube Analytics
Registered Office
SSPDL, Alpha City IT Park, 05th Floor,
Gamma Block, #25, Old Mahabalipuram Road,
Navalur, Chennai-603103 Phone : 044-47430453
CIN : U74900TN2014PTC113464
www.dcubeanalytics.com

08th Nov 2021

Sumit Kumar
Mangalore

Dear Sumit,

Greeting from D Dube Analytics!!!

On behalf of the entire D cube family, it gives me an immense pleasure to formally provide you an internship opportunity starting 15.11.2021 to 14.02.2022 with the company. You will be paid a monthly stipend of INR.21,200/-

Kindly acknowledge this mail and share your acceptance by writing back to us. For any queries, please reach out to: Ms. Poornima Patil Poornima.patil@d3analytics.com and Mr. Jitander Vashisht Jitander.vashisht@d3analytics.com .

Sincerely

.....

Vijay Nandakumar
Director

.....

H.O.D.
Dept. Of Mechanical Engineering
Siva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

TVS E S

TVS Educational Society



Veeresh Biradar

NEEM Trainee HFRL

NEEM ID : 0

Dept : PED

Mobile No: 8971341603

Ref No : 330277

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

TeamLease™
Putting India to Work

(62)

Date: 11 Sep 2021

Mr Vinay Kumar HN
#66 B 10th cross roy singh
layout hosakote banglore rural
karnataka 562114

Employee No: 2190277
Dear Mr Vinay Kumar HN

Appointment Letter

We are pleased to appoint you in our organization as Delivery Consultant subject to the following terms and conditions:

1. Your contract will commence from 11 Sep 2021 and expire on 11 Sep 2022 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 11 Sep 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

2. You hereby agree to be liable for the following terms and conditions:

   i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
   ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
   iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
   iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
   v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
   vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
   vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
   viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
   ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.

3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.

4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.

5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9th of the following month.

10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

(Authorized Signatory)

Accepted and Agreed

Signature and date:

Name: VINAY KUMAR UN

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TeamLease™
Putting India to Work

(Authorized Signatory)

Name: VINAY KUMAR PH

Salary Annexure

Employee No: 2190277

Particulars	Amount
Basic	15001
House Rent Allowance	5099
Works Allowance	1250
Statutory Bonus	1109
Employee Compensation	41
TotalAmount	22500
Amount In Words(Rs)	Twenty Two Thousand Five Hundred Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	15001
House Rent Allowance	5099
Works Allowance	1250
Statutory Bonus	1109
Gross Earnings	**22459**
DEDUCTIONS *	**Amount**
Professional Tax	200
Total Deduction	**200**
Net Salary	**22259**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

H. O. D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

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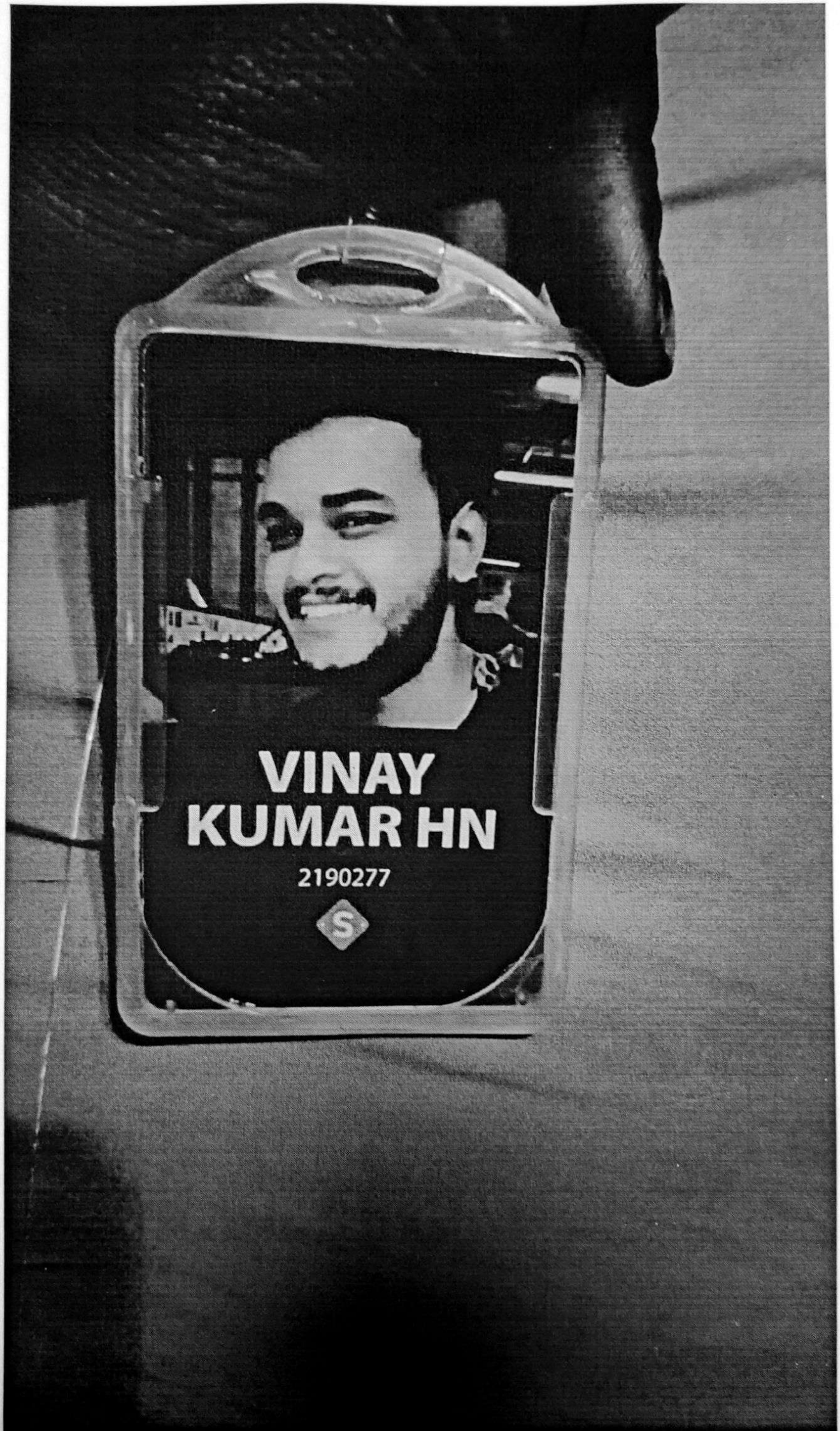

VINAY
KUMAR HN
2190277
S

HOD

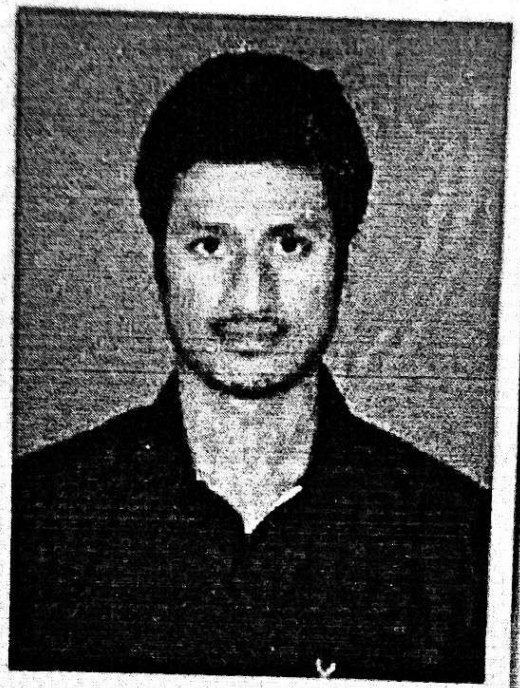
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

63

ADVIK

ADVIK HI-TECH PVT. LTD.

Plot No. 205/206/239/240,
Narasapura Industrial Area,
Kolar - Dist & Tq. PIN-563133. Karnataka



Name : Vivekananda C.N

Emp. ID : ADB0659

Blood Group : B+

Authorised Signatory

INSTRUCTIONS :

1. This card must be displayed while on duty and produced on demand.
2. This card is non-transferable & is to be returned to HR on cessation of employment
3. Desciplinary action will be taken in case of misuse of this card.
4. If found, please return to the office address

Residential address :

Sri yoganandeshwara nilaya. Chandrasandra. kylanur post kolar (Tq)

Mob : 7353930662

D.O.J. : 03/03/2021

H.O.D.
Dept. Of Mechanical Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

Alembic
Touching Lives over 100 years

19/2/2020

Dear Abhishek H D,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

*Accepted:*_____

*Name:*_____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

Grant Thornton

Strictly Private and Confidential

GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 11, 2021

Acharya Ramchandra
Bengaluru

LETTER OF OFFER

Dear Acharya,

It was our pleasure to meet with you and discuss the professional opportunities available at GT US Shared Services Center India Pvt. Ltd ("Grant Thornton," "GTSSC" or the "firm"). We are impressed with your accomplishments and enthusiasm and believe that you will be a valuable addition to our firm. On behalf of GTSSC, I am pleased to extend to you an offer of employment for the position of **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** in our Bengaluru office. We expect that you will begin your employment with GTSSC no later than **January 18, 2021**. Upon the start of your employment you will be given an orientation on the firm's policies and benefits.

Beginning with the first day of your employment with GTSSC on **January 18, 2021** through a six (6) month period from the Joining Date, you will be in a probationary employment period. If necessary and at the discretion of GTSSC, the probationary period may be extended by a period not exceeding two (2) additional months. You will be confirmed for employment upon successful completion of the probation period.

Further to our discussions, you will work exclusively for GTSSC and your employment will be on the following terms and conditions:

1. Your **Total Fixed Cost to the Company** would be **Rs. 415,000 (Rupees Four Lakhs Fifteen Thousand).** At your level you will be eligible for a performance linked variable bonus opportunity, which could range from **0-15%** on your annual Fixed CTC subject to you being employed with the company at the time of disbursement. Tax will be deducted at source in compliance with prevailing tax regulations. Annexure A outlines the break-up of your compensation and benefits.

2. You will be initially employed by GTSSC based out of Bengaluru, India. However the firm reserves the right to transfer your employment services under substantially the same terms and conditions contained herein, to any location or successor–in-interest by virtue of any corporate restructuring, amalgamation or merger/ acquisition or to an affiliated third-party.

3. Your appointment with GTSSC subjects you to be bound by all employment rules, regulations, policies and guidelines issued by the firm from time to time, in relation to personal and professional conduct including, but not limited to, non-disclosure of confidential information, privacy guidelines, discipline and independence as are outlined in more detail directly below and available on K-Source (the firm's internal intranet-based knowledge management system).

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4.In order for **Grant Thornton** to maintain its position as a dynamic global organization that provides distinctive client service we must maintain the highest practice quality standards, which includes safeguarding the independence of our attest clients and maintaining the highest ethical standards. All personnel are required to adhere to the firm's independence quality control policies and procedures as described in the Independence and Ethics Manual, available in the Independence Community on K-Source.

The firm's independence quality control policies are structured to safeguard the relationship with our clients and include specific restrictions on personal financial interests, loans, depository relationships, employment relationships, jointly-held investments with client personnel, service as an executor, trustee, or board member, and the receipt or offer of gifts or discounts. The firm also restricts hiring the close relatives of our personnel who have key or sensitive positions with Grant Thornton clients.

In addition to the importance for the firm and its personnel to maintain its independence with respect to our clients, the firm also has requirements for maintaining confidential client information. All **Grant Thornton** personnel are required to adhere to the firm's policies with respect to the disclosure of any confidential client information.

5. Finally, please note that GTSSC conducts background checks on all new employees. All employment offers are subject to satisfactory completion of the screening we conduct.

We welcome you to GTSSC and take this opportunity to wish you a long and successful career with the firm. If you have any questions regarding the terms of this offer, please contact our Talent Acquisition Team. As such, please confirm your acceptance of this offer by signing and returning a copy of this letter within 2 days of receiving the offer.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

For and on behalf of GTSSC,

Priya Haragopal

Authorized Signatory

ACCEPTED

Name	**Signature**	**Date**

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Annexure A

Total Cost to Company (CTC) structure

Employee Name	**Acharya Roopesh Ramchandra**	
Designation	**Analyst**	
With effect from	**January 18, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

**** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of the Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	20,000
Total Benefits	**73,093**

You are also entitled for the following reimbursements/benefits as defined in the Company policies or guidelines. Please note that the entitlement for these benefits / reimbursements are at the discretion of Company and as per the policies and guidelines:

1	Reimbursement of all business expenses travel, conveyance and team events	5	Transport facility during busy season
2	Busy season meals, snacks	6	Short-term rent free accommodation/ relocation expenses for outstation employees
3	Mobile expense reimbursements	7	Beverages - Coffee/ Tea etc.
4	Trainings and various educational sponsorship, town hall and offsite	8	Day care facility

TOTAL DEDUCTIONS:

Professional Tax (PT), Tax Deducted at Source (TDS) if applicable, Employer and Employee PF Contributions or other deduction to be made in accordance with respective laws will be made

PLEASE NOTE THAT ALL TAXES PRESENT AND FUTURE ARE TO BE BORNE BY YOU.

Signed acknowledgement of employee: _____

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GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 05, 2021

Anusha S
Employee Number: 21408

LETTER OF APPOINTMENT

Dear Anusha,

Further to our discussions, we are pleased to appoint you as **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** at **GT US Shared Services Center India Pvt. Ltd** ("Company") with effective date of **January 04, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of
GT US Shared Services Center India Pvt. Ltd

Accepted

Priya Haragopal

Authorized Signatory

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Annexure B

Total Cost to Company (CTC) structure

Employee Name	**Anusha S**	
Employee No	**21408**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

****** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	20,000
Total Benefits	**73,093**

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19/2/2020

Dear Adars D,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

*Accepted:*_____

*Name:*_____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

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19/2/2020

Dear Afnan Ahmed Sheikh,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

Accepted: _____

Name: _____

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Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

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GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 05, 2021

Archana Acharya
Employee Number: 21444

LETTER OF APPOINTMENT

Dear Archana,

Further to our discussions, we are pleased to appoint you as **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** at **GT US Shared Services Center India Pvt. Ltd** ("Company") with effective date of **January 04, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of
GT US Shared Services Center India Pvt. Ltd

Accepted

Priya Haragopal

Authorized Signatory

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Annexure B

Total Cost to Company (CTC) structure

Employee Name	**Archana Acharya**	
Employee No	**21444**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

****** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	0
Total Benefits	**53,093**

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NovoTree Minds
Consulting Pvt. Ltd.
Together We Grow....

Date: 28th October 2021

Ms. Ashwitha,
D/O Sadananda B,
Varunabettu, Karkala,
Udupi District, Karnataka
574104

Dear Ms. Ashwitha

Further to your interview, as well after successful completion of Probation Period of 3 Months, we are pleased to offer you the following employment with NovoTree Minds Consulting Pvt. Ltd. Your commencement date of employment is 28th September 2021.

JOB TITLE: HR Consultant

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with your grade in the company. On occasions for training purposes and to cover operational requirements you may also be required to undertake other duties at a higher or lower grade as necessary.

COMPENSATION

You're remuneration – Total Cost to Company will be **INR 1,20,000** per annum. (Rs 10,000/- per month)

Salary payments will be made on or before 10th of each month for the previous calendar month. The same is subject to Income Tax and other statutory deductions. At the beginning of the financial year, the organization would come out with a clear structured performance linked incentive plan. This would be in addition to the committed remuneration offered.

HOURS OF WORK

Your working week will be from Monday to Saturday comprising of 48 work hours weekly. Official work hours are between 10.00 AM and 6:00 PM with half hour lunch between 1:00 Pm to 1:30 Pm. However, considering the nature of business, should there be a need to work beyond work hours, you would need to do so.

NOVOTREE MINDS CONSULTING PRIVATE LIMITED

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Accepted and Agreed----------

NovoTree Minds
Consulting Pvt. Ltd.
Together We Grow....

ANNUAL LEAVE

The company's holiday year runs from the first day of January to the last day of December in the year. The number of annual leaves is one per month i.e. 12 annual leave a year. During the duration of your probation period, you would not be entitled to any leave. However on confirmation, you would be entitled to one day leave per month.

ABSENCE FROM WORK

No salary will be paid for periods of unauthorized absence. Subject to you, following the absence rules laid down by the company, normal pay will be continued during periods of authorized absence due to sickness, subject to any service criteria that may exist from time to time.

RULES AND REGULATIONS

In order to maintain and safeguard the trust and confidence of our Partners, certain ethical principles and standards of conduct have to be maintained.

Other specific rules and regulations that may apply in your place of work will be available to you immediately after commencement of your employment. These may be altered or modified from time to time by notice to you or by Company Circular.

NOTICE PERIOD

Termination of your employment by the Company

Post confirmation, except where your employment is terminated on the grounds of Gross Misconduct you are entitled to a minimum notice of termination of one month from the company,or pay in lieu of notice period.
The company reserves the right to ask that you no longer attend your place of work for the duration of your notice period.

Termination of employment by you

During probation, you are required to give the company at least one calendar month's notice in writing. Post confirmation, you are required to give the company a minimum of 1 calendar months notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee.

We welcome you to NovoTree Minds and wish you all the Best.

Yours sincerely, Consulting

B. Nagaraj

Nagaraj B .
Managing Director

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Accepted and Agreed

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GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 05, 2021

Chandrakantha Devadiga
Employee Number: 21379

LETTER OF APPOINTMENT

Dear Chandrakantha,

Further to our discussions, we are pleased to appoint you as **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** at **GT US Shared Services Center India Pvt. Ltd** ("Company") with effective date of **January 04, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of
GT US Shared Services Center India Pvt. Ltd

Accepted

Priya Hanagopal

Authorized Signatory

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Annexure B

Total Cost to Company (CTC) structure

Employee Name	**Chandrakantha Devadiga**	
Employee No	**21379**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

****** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	20,000
Total Benefits	**73,093**

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19/2/2020

Dear Deekshit Kumar,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

*Accepted:*_____

*Name:*_____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

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TATA MOTORS

HR MANAGER.
TATA MOTOR LTD.
BANGALORE BRANCH

2021-01-01

MS. DEVAGI M.

KARAIKAL (PONDICHERRY)

Dear DEVAGI M

Re: Offer of Employment

I am delighted to offer you employment on a full-time basis in the role of **ASSISTANT HR EXECUTIVE** it is intended for you to commence your employment on **01 JAN 2021**.

Please read through this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be employed on the terms and conditions in this agreement, in the role of: **ASSISTANT HR EXECUTIVE in TATA MOTOR LTD.**

In addition to any duties allocated by the Employer from time to time, your position will involve the duties set out below:

10:00 am to 05:00 pm.

2. Location

You will be based at the address shown below, although we may direct you to work at different locations from time to time:

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3. Probationary Period. Your employment is subject to the satisfactory completion of a probationary period of three months.

The probationary period is designed to grant the Employer time to assess whether you are able to fulfil your role with the Employer. During the probationary period your employment may be terminated by either you or the Employer upon providing 1 week written notice (or payment in lieu of that notice).

4. Hours of Work

(a) As a full-time employee you will be required to devote substantially the whole of your time and attention during the Employer's ordinary business hours to the performance of your duties under this agreement. **TATA MOTOR LTD.**

(b) You will not be entitled to receive any remuneration for work performed outside of the hours referred to in sub-clause (a) above**. Total duty 8 hour and over time salary will be double if work over time in this company.**

5. Salary and Benefits

(a) Your annual salary will be Rs. **273,600/.**

(b) This salary will be paid by monthly in the following manner**: 22,800/.**

(c) The above mentioned salary is the total cost to the company and includes all payments made and benefits provided by the Employer directly or indirectly to or on your behalf, whether as salary or otherwise.

6. Leave

(a) You will be entitled to annual and long service leave in accordance with the applicable laws and the leave policy of the company.

7. Company Policies

You agree that the Employer's policies, as amended or replaced from time to time, shall be binding upon you but shall not form part of the employment contract.

8. Confidentiality and Intellectual Property

(a) You agree that you will not divulge any of the confidential information or trade secrets of the Employer to any person, whether during or after the termination of your employment.

TATA MOTORS

(b) You agree that you will not use, attempt to use, or assist another person in using any confidential information you may acquire in the course of your employment in a manner which may cause loss to the Employer.

9. Termination

(a) During your employment, either party may terminate this agreement by providing written notice of _____ (or payment in lieu of notice) to the other party.

(b) Notwithstanding sub-clause (a) above, the Employer may terminate this agreement by notice effective immediately without payment (except salary accrued to the date of termination) where you have committed an act of wilful or serious misconduct, are significantly neglectful of your duties, or you are in breach of this agreement.

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

Yours sincerely,

HR.MANAGER
TATA MOTOR LTD.

B.R.LAVANIA

TATA MOTORS

I, **DEVAGI M**, accept and agree to the proposed terms of employment and request that the Employer prepare a formal contract of employment for execution.

_____

Signature

_____

Date

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

Alembic
Touching Lives over 100 years

19/2/2020

Dear Dhanush,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

Accepted: _____

Name: _____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

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GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 05, 2021

Geetha Acharya
Employee Number: 21398

LETTER OF APPOINTMENT

Dear Geetha,

Further to our discussions, we are pleased to appoint you as **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** at **GT US Shared Services Center India Pvt. Ltd** ("Company") with effective date of **January 04, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of
GT US Shared Services Center India Pvt. Ltd

Accepted

Priya Hanagopal

Authorized Signatory

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Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

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4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 05, 2021

Geetha M
Employee Number: 21380

LETTER OF APPOINTMENT

Dear Geetha,

Further to our discussions, we are pleased to appoint you as **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** at **GT US Shared Services Center India Pvt. Ltd** ("Company") with effective date of **January 04, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of
GT US Shared Services Center India Pvt. Ltd

Accepted

Priya Hanagoyal

Authorized Signatory

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Dept. of Business Administration
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Annexure B

Total Cost to Company (CTC) structure

Employee Name	**Geetha M**	
Employee No	**21380**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

****** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	20,000
Total Benefits	**73,093**

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GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

November 11, 2020

Hari Krishnan
Bengaluru

LETTER OF OFFER

Dear Hari,

It was our pleasure to meet with you and discuss the professional opportunities available at GT US Shared Services Center India Pvt. Ltd ("Grant Thornton," "GTSSC" or the "firm"). We are impressed with your accomplishments and enthusiasm and believe that you will be a valuable addition to our firm. On behalf of GTSSC, I am pleased to extend to you an offer of employment for the position of **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** in our Bengaluru office. We expect that you will begin your employment with GTSSC no later than **January 04, 2021**. Upon the start of your employment you will be given an orientation on the firm's policies and benefits.

Beginning with the first day of your employment with GTSSC on **January 04, 2021** through a six (6) month period from the Joining Date, you will be in a probationary employment period. If necessary and at the discretion of GTSSC, the probationary period may be extended by a period not exceeding two (2) additional months. You will be confirmed for employment upon successful completion of the probation period.

Further to our discussions, you will work exclusively for GTSSC and your employment will be on the following terms and conditions:

1. Your **Total Fixed Cost to the Company** would be **Rs. 415,000 (Rupees Four Lakhs Fifteen Thousand).** At your level you will be eligible for a performance linked variable bonus opportunity, which could range from **0-15%** on your annual Fixed CTC subject to you being employed with the company at the time of disbursement. Tax will be deducted at source in compliance with prevailing tax regulations. Annexure A outlines the break-up of your compensation and benefits.

2. You will be initially employed by GTSSC based out of Bengaluru, India. However the firm reserves the right to transfer your employment services under substantially the same terms and conditions contained herein, to any location or successor–in-interest by virtue of any corporate restructuring, amalgamation or merger/ acquisition or to an affiliated third-party.

3. Your appointment with GTSSC subjects you to be bound by all employment rules, regulations, policies and guidelines issued by the firm from time to time, in relation to personal and professional conduct including, but not limited to, non-disclosure of confidential information, privacy guidelines, discipline and independence as are outlined in more detail directly below and available on K-Source (the firm's internal intranet-based knowledge management system).

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4.In order for **Grant Thornton** to maintain its position as a dynamic global organization that provides distinctive client service we must maintain the highest practice quality standards, which includes safeguarding the independence of our attest clients and maintaining the highest ethical standards. All personnel are required to adhere to the firm's independence quality control policies and procedures as described in the Independence and Ethics Manual, available in the Independence Community on K-Source.

The firm's independence quality control policies are structured to safeguard the relationship with our clients and include specific restrictions on personal financial interests, loans, depository relationships, employment relationships, jointly-held investments with client personnel, service as an executor, trustee, or board member, and the receipt or offer of gifts or discounts. The firm also restricts hiring the close relatives of our personnel who have key or sensitive positions with Grant Thornton clients.

In addition to the importance for the firm and its personnel to maintain its independence with respect to our clients, the firm also has requirements for maintaining confidential client information. All **Grant Thornton** personnel are required to adhere to the firm's policies with respect to the disclosure of any confidential client information.

5. Finally, please note that GTSSC conducts background checks on all new employees. All employment offers are subject to satisfactory completion of the screening we conduct.

We welcome you to GTSSC and take this opportunity to wish you a long and successful career with the firm. If you have any questions regarding the terms of this offer, please contact our Talent Acquisition Team. As such, please confirm your acceptance of this offer by signing and returning a copy of this letter within 2 days of receiving the offer.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

For and on behalf of GTSSC,

Priya Hariagopal

_____

Authorized Signatory

ACCEPTED

_____	_____	_____
Name	**Signature**	**Date**

Grant Thornton

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Annexure A

Total Cost to Company (CTC) structure

Employee Name	**Hari Krishnan**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

**** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of the Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	20,000
Total Benefits	**73,093**

You are also entitled for the following reimbursements/benefits as defined in the Company policies or guidelines. Please note that the entitlement for these benefits / reimbursements are at the discretion of Company and as per the policies and guidelines:

1	Reimbursement of all business expenses travel, conveyance and team events	5	Transport facility during busy season
2	Busy season meals, snacks	6	Short-term rent free accommodation/ relocation expenses for outstation employees
3	Mobile expense reimbursements	7	Beverages - Coffee/ Tea etc.
4	Trainings and various educational sponsorship, town hall and offsite	8	Day care facility

TOTAL DEDUCTIONS:

Professional Tax (PT), Tax Deducted at Source (TDS) if applicable, Employer and Employee PF Contributions or other deduction to be made in accordance with respective laws will be made

PLEASE NOTE THAT ALL TAXES PRESENT AND FUTURE ARE TO BE BORNE BY YOU.

Signed acknowledgement of employee: _____

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Alembic
Touching Lives over 100 years

19/2/2020

Dear Hema Prasad T,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

Accepted: _____

Name: _____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

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Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

Alembic
Touching Lives over 100 years

19/2/2020

Dear Jagadish H N,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

Accepted: _____

Name: _____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
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4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 05, 2021

Jovita Noronha
Employee Number: 21404

LETTER OF APPOINTMENT

Dear Jovita,

Further to our discussions, we are pleased to appoint you as **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** at **GT US Shared Services Center India Pvt. Ltd** ("Company") with effective date of **January 04, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of
GT US Shared Services Center India Pvt. Ltd

Accepted

Priya Hariagopal

Authorized Signatory

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Dept. of Business Administration
Alva's Institute of Engg. & Technology
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Annexure B

Total Cost to Company (CTC) structure

Employee Name	**Jovita Noronha**	
Employee No	**21404**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

****** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	20,000
Total Benefits	**73,093**

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MIJAR – 574 225

balance

Paytm

October 07th, 2020

Mr. Nikhil K
Bangalore

Dear **Nikhil,**

Sub: Offer letter for the position of Key Account Manager

Kindly refer to your job application with Balance Technology Private Limited hereinafter "**Paytm Services**", we are happy to offer you the position of **Key Account Manager** in **Grade – SG02 B** in our Company on the following terms and conditions:

1. Your total Gross CTC is **Rs. 4,54,000/-** per annum (encl. annexure A). This is the total cost to Company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.Out of which Rs **1,45,280/-** will be linked to your Performance/ Target Achieved.

2. Basis your performance and Company's requirement, incentive and reimbursements can also be provided to you. These are awards which may be withdrawn anytime upon Company's discretion.

3. You will be governed by the Company's Personnel Policy, Code of Conduct, Non-Disclosure Agreement and all other Company policies as applicable to you from time to time.

4. You will be expected to join duty **October 8th, 2020** the Business hours begins from 9.30 A.M. onwards. In case of any issue / further concern, please contact on **0120 – 4789536** or write to onboarding.pspl@paytm.com for assistance.

5. You shall be initially deputed at **Bangalore.** The Company may at its sole discretion, change your job role & job location intimating to you in advance based on business requirement.

6. The company observes a 6 days work week and you should inform your non availability in advance. Any absence for consecutive 3 days without prior approval will be treated as un-authorized absence from the work and Company has the right to terminate your engagement and take necessary legal action against you.

7. During your period of engagement with the Company, we do not allow any direct or indirect association by you with any other company/person/entity whatsoever, such as agent, consultant and other business association under Dual employment policy and code of conduct. In case of any breach company has right to take disciplinary action including legal/police action.

8. The Company does not promote and hire relatives in the Company, members of a personal immediate family (defined as parents, children, spouse and siblings and other relatives) however such cases can be considered as case to case basis at times with certain condition and prior approval.

Balance Technology Private Limited
(A subsidiary of One97 Communications Limited)
www.One97.com

Corporate Office - B 121, Sector 5, Noida 201301, India
CIN: U72900KA2016PTC094535
Registered Office - 3rd Floor, Zerodha Office 1531154, 4th Cross, JP Nagar,
Opposite Clarence Public School Bangalore- 560078

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9. In additions to the terms contained herein, your relationship with Paytm Services may be subject to such other additional terms and condition as may be communicated to you time to time by Paytm Services.

10. This offer is subject to successful clearance of your background check which Company may do pre or post your joining and in case of any negative report the Company may take any necessary action which may also lead to termination.

11. A detailed brief on KRAs and scope of work will be given to you on joining.

12. You shall be on probation for a period of six (6) months. During this period, your performance shall be subject to review. In case your performance is not considered satisfactory, the probation could be extended for such duration as determined by the management. During or at the end of the probation period, management shall have the right to dispense with your services without any notice or assigning any reason thereof and without paying any compensation or separation benefits thereof.

13. You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.

14. Notwithstanding any of the clauses of this letter, the management reserves the right to terminate this engagement without giving any notice or assigning any reasons whatsoever during your probation period. You will be at liberty to resign from the services during probation period after giving 30 Days' notice in writing or subject to written approval from HR department on payment of equivalent salary. After confirmation in writing / successful completion of your probation period, management reserves the right to terminate this engagement after giving you 2month notice or salary in lieu thereof without assigning any reason thereof. Similarly, you will be at liberty to resign from the services after giving 60 days notice in writing or subject to written approval from HR department on payment of equivalent salary to the organization in lieu thereof for the un-expired period of notice. During your notice period you shall not take any leave whether due to you or not without prior sanction. Any request for relieving from work before completion of notice period, would be subject to availability of alternate resource for taking proper handover of the work from you. Any unprofessional behavior or lackadaisical attitude during notice period will result in termination of your services.

15. Notwithstanding the preceding clause, your engagement may be terminated 'for cause' at any time without any notice. For the purpose of this agreement termination 'for cause' includes, but is not limited to, any of the following: (i) theft (ii) falsification of time or other employment records (iii) dishonest act(s) (iv) negligence (v) incompetence (vi) insubordination (vii) failure of follow work rules and policies (viii) excessive absenteeism or tardiness (ix) disloyalty (x) lack of clients, work or business.

16. A detailed engagement letter will be issued to you on your joining and your terms of the engagement with the Company shall be detailed out in such engagement letter.

17. Please confirm your acceptance of this Offer Letter by email within the next two working days, failing which this offer will automatically stand withdrawn.

balance

Paytm

18. Within three days of accepting our offer you are required to send us the copy of your resignation letter duly accepted by your current organization failing which company reserves its right to withdraw this offer letter. This letter has been issued to you on the understanding that there is nothing in your past record which should have prevented our Company to offer you this contract. If, however, it is found that your past record is objectionable or if you have willfully suppressed any material, information or if any declaration given by you to the Company is false, in such a case, then this Offer Letter may be withdrawn by the Company without any notice or compensation in lieu thereof.

19. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.

    a. High School and Senior Secondary Certificates and Mark sheets
    b. Graduation / Post Graduation certificate(s) along with mark sheets
    c. Experience certificate and salary slip from last employer.
    d. Blood Group.
    e. Relieving certificate from last employer.
    f. 3 Passport Size Photographs.
    g. Form 16 from last employer.
    h. Photo Identity Proof.
    i. PAN Number.
    j. Aadhaar Card

20. Your salary processing is subject to completion of joining formalities, submission of all required documents / proofs and background verification clearance.

21. We as a Company do not charge any fee/amount for hiring and also do not ask any agency engaged by us for the same.

22. Without Prejudice, please note that the Company reserves its right to withdraw this offer made to you before receipt of your acceptance of the same, without providing any reason to you.

23. It is your responsibility to communicate in writing to Company about any changes in your following mode of communications, as and when required.
    a. Contact Number/Mobile Number.
    b. Residential Address.
    c. Personal E-mail ID

24. The courts at New Delhi shall have sole and exclusive jurisdiction over any disputes arising under this Offer Letter.

Your contract at Paytm Services will be subject to ratification of the above.
We look forward to welcoming you aboard the Paytm Services team.

Best regards,
Prem Kumar
Human Resource
Balance Technology Private Limited

balance

Paytm

Annexure A

Employee Name: **Nikhil K**
Designation: **Key Account Manager**
Grade: **SG02 B**

CTC Structure		
Salary Components	**Monthly(Rs)**	**Yearly(Rs)**
Basic	12863	154356
House Rent Allowance	6432	77184
Special Allowance/Flexi Benefits Bucket*	2332	27984
Statuary Bonus	2300	27600
EPF Contribution Employer	1800	21600
Performance Linked Incentive (PLI)#^	12106	145280
Total Salary (CTC)	**37833**	**454000**

Others		
Gratuity	842	10101
Medical Insurance Premium	1000	12000

Note

Mediclaim Insurance: All employees & their immediate family members as per declaration (self, spouse, children & parents) are covered under mediclaim insurance as per the policy. The Medicalim insurance coverage is upto 2 lakhs per annum for the employee & his/her declared family

Flexi Benefits Options*
Gift Coupons
Food Allowance / Coupons
Car Operating Option (MG3 & above)
Chauffeur's Salary Reimbursement (MG3 & above)
Fuel Reimbursement (MG3 & above)
LTA

CTC can be re-structured at the time of joining.

*please confirm flexi benefits options to be availed on your joining day itself
#If applicable
$ payable Annually

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BYJU'S

OFFER LETTER

Date: 21-01-2022

Dear Lohith Kumar H K,

We congratulate you on the successful completion of the Fixed Term Traineeship with us. On the basis of your performance, we would like to offer you the position of **Business Development Associate - Sales**, with effect from **24-01-2022**.This role involves Direct Sales and you are expected to operate out of the specified Work Location.

Employment Details

Department	:	Business Development
Employment Type	:	Regular
Designation	:	Business Development Associate - Sales
Work Location	:	Byjus -Mysore
Onboarding Date/Time	:	**24-01-2022** (8:30 AM)

Compensation Details

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

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

Details about the Variable Compensation will be communicated to you post your joining the Company. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source (which will be governed by the taxation laws of the country)
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions

You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued after your joining. You are requested to join the services of the Company no later than **24-01-2022**, failing which you may consider the offer to be withdrawn.

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

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

Best Regards,

Human Resources
Think & Learn Pvt. Ltd.

Your Signature: _____

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

Byjus - Offer Letter - TNL71878737

Final Audit Report 2022-01-21

Created:	2022-01-21
By:	Onboarding Team (onboarding@byjus.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAZjhsmy7EwXby2n806YzV0lLqBTFvQQG0

"Byjus - Offer Letter - TNL71878737" History

Document created by Onboarding Team (onboarding@byjus.com)
2022-01-21 - 2:42:06 PM GMT- IP address: 49.207.200.8

Document emailed to Lohith Kumar H K (lohith.k1@byjus.com) for signature
2022-01-21 - 2:42:09 PM GMT

Email viewed by Lohith Kumar H K (lohith.k1@byjus.com)
2022-01-21 - 2:55:40 PM GMT- IP address: 66.249.84.47

Document e-signed by Lohith Kumar H K (lohith.k1@byjus.com)
Signature Date: 2022-01-21 - 2:56:52 PM GMT - Time Source: server- IP address: 157.45.251.52

Agreement completed.
2022-01-21 - 2:56:52 PM GMT

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Adobe Sign

Mphasis
The Next Applied

DR - BPS/RH8159839/254925/Bangalore/September/V2

OFFER OF EMPLOYMENT
PRIVATE & CONFIDENTIAL

September 20, 2021

Madhura Manjunatha Shetty,
Village : Talgod, Post : Balkur , TQ: Honnavara.,
Uttara Kannada

Dear Madhura Shetty,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Transaction Procng Off, in **Band** 5, **Level** 1 with our organization. The gross compensation will be INR 1,96,500**/- (**One Lakhs Ninety Six Thousand Five Hundred **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

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Contact Us:
T : +91 080 6750 1000
F : +91 080 6695 9943
E : investor.relations@mphasis.com
www.mphasis.com

Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India
CIN: L3007KA1992PLC025294

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These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Bangalore office on September 27, 2021. Please keep your recruiter informed, in case of advancement in the joining date.

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned.

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Mahadevapura, Bangalore 560 048, India
CIN: L3007KA1992PLC025294

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ANNEXURE - 1

SALARY OFFER SHEET

Component	Monthly Gross	Annual Gross
Basic	6,550	78,600
House Rent Allowance	4,178	50,135
Leave Travel Allowance	NA	NA
Special Allowance	1,638	19,650
Ex-Gratia/ Bonus1	1,750	21,000
TOTAL FIXED CASH	**14,115**	**1,69,385**
Performance Incentive	819	9,825
Variable Pay2	NA	NA
TARGET CASH COMPENSATION	**14,934**	**1,79,210**
Employee Provident Fund	983	11,790
Mediclaim Insurance Premium	458	5,500
TARGET COST TO COMPANY	**16,375**	**1,96,500**

Details of Incentive Plan:	
(1) Max Performance Incentive	The Company shall pay this incentive as per the performance incentive plan based on the employee's performance against set targets every month. You will be entitled to incentives only if you are employed in the Company for the entire month. Your supervisor shall share with you the performance incentive plan details at the time of your joining.

Note:

1. As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

2. Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

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3. Statutory deductions like ESI, Professional Tax and Income Tax (if any) will be deducted at Source and will be applicable as per stipulations.

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Additional Benefits:

- You are covered under the Group Mediclaim Insurance for a sum insured of INR 300,000 per annum. This mandatory coverage also includes your spouse and 2 children. As per the policy, you have an option to enroll your dependents (parents/parents-in-law) by paying additional premium.
- You are covered under Group Personal Accident Insurance or INR 500,000 per annum.
- You are covered under the Standard Group Term Life insurance for a sum insured equal to 80% of your Fixed CTC or INR 400,000, whichever is higher. This benefit is extended only to the employee.
- Meal Card: You will be eligible to enroll for a meal allowance of INR 2,200 per month. This is a voluntary option and will be adjusted with your special allowance.
- As per the Maternity Benefit (Amendment) Act, 2017, women employees are eligible for Maternity Leave of 26 weeks. Adoption Leave and Paternity Leave are also applicable as the case may be. Please refer to the **Company Policy** for more details.
- NA
-

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CIN: L3007KA1992PLC025294

odessa

INDIA
GGR Towers, Floor 3
18/2B, Bellandur Gate, Sarjapur Road
Bengaluru, Karnataka 560103
+91.80.4146.4321

www.odessainc.com

1st October 2020

Offer letter

Dear **Meghana N R**

On behalf of Odessa Solutions Private Limited ("Odessa / the Company"), I want to thank you for your interest and the time you have devoted to assessing your career opportunities with Odessa. We are impressed with your accomplishments and believe that you have the requisite skills to be a successful addition to the Company.

In this regard, I am pleased to offer you the opportunity to join Odessa in the capacity of **'Level 1'** employee designated as **Test Analyst**. Your employment with Odessa will be effective from the date of joining that is **October 1st, 2020** and is subject to completion of all joining formalities. You will be on probation for a period of 6 months from your date of joining. During this period, your performance will be evaluated by the management and on successful completion; confirmation will be issued at the end of the probation period.

We believe this is an excellent career opportunity for you and that we can offer you the challenges needed to grow professionally. The terms and conditions of this offer will be set forth in the Employee Agreement you will be expected to sign when you begin work. Briefly these include:

Compensation & other benefits:

a. Your annual compensation (cost to Company) will be INR 4,50,000 (Rupees Four Lakhs Fifty Thousand Only) per annum. The details of the salary structure are enclosed in Annexure B.

b. The structure of your compensation plan may be altered/changed from time to time in line with the compensation policy and practices of the Company.

c. Your compensation in succeeding years will be considered for upward adjustment on your annual compensation as part of our normal performance review process.

Leave Entitlement:

Your leave entitlement will be governed by company leave policy in existence. Additionally you will be granted 12 public holidays as set forth by the company at the beginning of the calendar year.

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Bengaluru, Karnataka 560103
+91.80.4146.4321

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Employment Agreement:

The terms of your employment are covered by the Odessa Solutions Private Limited in the Employment Agreement document. You must sign the Employment Agreement on the Date of Joining, pursuant to which your employment with the Company becomes effective. Till such time as the Employment Agreement is fully signed by you with Odessa, no relationship (employment, contractual or otherwise) will exist between the parties.

Contingency Matters:

This offer and your association with the Company are contingent upon the following:

- Return of the signed copy of this letter of offer, indicating your acceptance of this offer
- Return of the signed Employment Agreement;
- Successful completion of any professional reference/background inquiries that the Company may require; for this purpose we may contact those individual or entities listed on your resume. In the event the Company is not satisfied with the results of any such inquiries, the Company is entitled to withdraw this offer and/or to terminate your employment forthwith.
- You providing various documents as detailed in Annexure 'A' hereto for our records on or before the Date of Joining.

Please return the signed and dated copy of this document to the HR Department. The original document is for your reference.

Sincerely,

Wasim Abdurahiman

Wasim Abdurahiman

Head – Talent Acquisition Group

Odessa Solutions Private Limited

Acknowledged and agreed:

Meghana NR

Meghana N R

Date: 08/10/2020

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Annexure A

List of documents to be submitted on the Date of Joining

Please bring along the originals for verification

1. All education certificates and mark sheets (X/XII/Graduation/Post Graduation/Diploma)
2. Relieving letter from most recent employer or unconditional acceptance of your resignation from most recent employer and last 3 months payslips
3. Offer letter / appointment letter, relieving letter and last 3 months payslips from the last 2 employments
4. Copy of a valid photo ID (e.g. PAN Card/Driver's License/ Passport)
5. 3 passport size photographs
6. PAN Card – In the event you do not have a valid PAN card you should apply for the same at the earliest, failing which, as per Indian Income Tax, 1961, is required to deduct 20% TDS or such amounts based on the average rate of income-tax at rates in force, whichever is higher, from your compensation.
7. Aadhar Card
8. UAN number

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Annexure B (i)

Below is your compensation structure with reference to your employment agreement:

Salary Particulars	**Annual Salary (INR)**
Annual Basic Salary	1,35,000
Annual House Rent Allowance	54,000
Annual Statutory Bonus	45,600
Annual Flexi Benefit Plan	1,87,307
Annual Gross Salary	**4,21,907**
Employer's Contribution to PF	21,600
Gratuity	6,494
Annual Cost To Company (CTC)	**4,50,000**
Pay Plus* (Refer Annexure)	**1,00,000**

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Annexure B (ii)

A brief explanation of your salary and other entitlements are detailed below:

Pay Plus*:

A one-time bonus will be paid to you after successful completion of one year from your date of commencement of employment with the Company as per the Employment Agreement. You will be eligible to receive this bonus amount when you continue to be in the employment of the Company and have not given notice to cease employment as on the date of disbursal of the bonus amount. Please note the bonus payment will be based on the month of joining if the date of joining is on or before the 14th of that month. If the date of joining is on or after 15th of that month, then the bonus payment will be due in the following month.

Statutory payments:

a) **Employee's Provident Fund:**

You will be covered under the Provident Fund as per the Provident Fund Act and the employee and the employer contributions will be remitted to the Regional PF Commissioner.

b) **Gratuity:**

You will be covered under the Group Gratuity Scheme of the Company and this will be in accordance with the Payment of Gratuity Act.

c) **Statutory Bonus:**

You will be covered under The Payment of Bonus Act,1965, as amended.

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Annexure B (iii)

You are free to allocate your Flexible Benefits Plan's amount among the following allowances and reimbursements subject to the given limitations. You can allocate FBP by declaring in the specified declaration format.

Annual Flexi Benefit Plan	Eligibility
Leave Travel Allowance	10% of Annual Basic Salary
Professional Pursuits : Allowances for encouraging academic, research and other	5% of Annual Basic Salary
Food Coupons (Sodexo)	Min INR 500 and maximum INR 2500 per month in multiples of 500
Children Education Allowance	INR 100 per month per child up to 2 children
Children Hostel Allowance	INR 300 per annum per child up to 2 children
Telephone Reimbursements	INR 1000 per month for one Post paid Landline or Mobile connection
Self Owned Car Maintenance	Below 1600CC INR 1800 or above 1600 CC INR 2400 per month
Self Owned Car Driver Salary	INR 900 per month
Self owned Two wheeler maintenance	INR 900 per month
Leased Car Vehicle Maintenance	Below 1600CC INR 1800 or above 1600 CC INR 2400 per month
Leased Car Driver Salary	INR 900 per month
Company Car Lease Program	As per the Company Car Lease Policy

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Alembic
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19/2/2020

Dear Manish K Shetty,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

*Accepted:*_____

*Name:*_____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

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GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 05, 2021

Nathasha Hegde
Employee Number: 21382

LETTER OF APPOINTMENT

Dear Nathasha,

Further to our discussions, we are pleased to appoint you as **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** at **GT US Shared Services Center India Pvt. Ltd** ("Company") with effective date of **January 04, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of
GT US Shared Services Center India Pvt. Ltd

Accepted

Priya Haragopal

Authorized Signatory

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Annexure B

Total Cost to Company (CTC) structure

Employee Name	**Nathasha Hegde**	
Employee No	**21382**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

****** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	20,000
Total Benefits	**73,093**

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ALEMBIC/ HRM/ MUMBAI/ 2020 14th April 2020

To,
Mr. Rajesha T
S/o timmappa
Chennashettikoppa (village)
Hosur(post) Sagar (tq)
Shimoga (dist) Karnataka
Pin code 577412

Mob. 7411248053

Subject: Internship Letter

Dear Mr. Rajesha T,

Reference our discussion, we are pleased to select you as a **Project Trainee** on the following terms & conditions:

- You will undertake a project which is a **"Work from Home"** assignment for a period of 2 months starting from **14th April, 2020** to **13th June'2020,** as a **Project Trainee.**
- You shall not claim your right as regular employee of the company, neither during the project nor after completion of the project.
- You will be entitled for a monthly stipend of **Rs. 8,000/-** (Rupees Eight Thousand Only) and **Rs. 2000/-** for Mobile and internet expenses.
- During the project period, if any personal injury is caused due to accident arising out of and in course of the project, you will not be entitled to any compensation thereof.
- Any instance of misconduct, breach of rules and regulation governing project traineeship, neglect of your duties, insubordination, riotous behavior, insolence, absence without prior sanction, dishonesty, loss of confidence, embezzlement and accepting any commission or discount from any merchant or outsider or such behavior in contravention of traditional/ common for doing a research project or if you are tried and/ or convicted for any criminal offence, your traineeship are liable to be discharged and shall be dealt with appropriately.
- In the event of your being indulging in any acts of omission or commission constituting misconduct, including unwelcome physical contact and advances and /or a demand or request for sexual favours and /or sexually colored remarks / jokes, and/or showing pornography and/ or any other physical, verbal or non-verbal conduct of sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.
- On completion of the project work as specified above, the project shall automatically end and the company will have no obligation to offer you any employment or compensation thereof.
- Your services are liable to be transferred to any location, department of Alembic Pharmaceuticals Limited or its group companies, at any point in time during your tenure.

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- If at any time during your project period, you are found dishonest, disobedient, intemperate, irregular in attendance or at work or commit a breach of the terms and conditions of your internship, the Division shall not withstanding anything to the contrary that may be contained herein, be entitled to terminate your project forthwith without any notice whatsoever and may deduct without prejudice to any other rights and remedies which the Division may have against you from the emoluments, if any then due to you, the amount of any loss to the Division may have sustained has occurred, shall be final conclusive and binding upon you in all respect and shall not be questioned by you on any grounds whatsoever.

- Your hours of work are not fixed, but you shall work in the manner and as per timings followed generally by all Project Trainees. You shall submit your reports and required information regularly to your superiors as per the Rules and Policy of the Company in such prescribed format from time to time.

- You shall not either during the continuance of your project or thereafter disclose, divulge, or make public or use any information / knowledge which you may acquire in the course of your project in any way about any of the affairs or secrets of the Division, Company or any processes, accounts, transactions and dealings of the Division, Company to any person, firm or Division, Company to the prejudice of organization.

- During the training period, if your performance is any way found unsatisfactory, your training period will be discontinued on any day without giving any notice and without assigning any reason or compensation whatsoever. You must show satisfactory periodicals progress during the training period. Your training period can be extended / terminated / curtailed at the discretion of the Division of the Company.

- You will also need to prepare, analyze, interpret and present a detail project report and submit a copy to the HR department in Mumbai.

If you have any questions, please feel free to contact Mr. Sumit Haryana (Human Resources) on **sumit.haryana@alembic.co.in**

We wish you good luck for the assignment

For Alembic Pharmaceuticals Limited

Chitra Shetty
Deputy General Manager - Human Resources

Signature

Date:

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Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20218268094/Bangalore/BPS/BPA
Date:04/08/2021

Dear Ms. Raksha Kava,

Sub: Letter of Provisional Offer and Terms of Employment.

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

This offer is based on your profile and performance in the selection process. **We are pleased to inform you that you have been selected for the position of Process Associate in Grade BPO1 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,51,006/- per annum.**

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India
Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the Provisional Letter of Offer Ref No **TCSL/DT20218268094/Bangalore/BPS/BPA** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India
Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Grant Thornton

Strictly Private and Confidential

Grant Thornton US Knowledge and Capability Center India Private Limited

5th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2016PTC092959

T+91 80 66966500
www.gtsharedservices.co.in

January 11, 2021

Rolwin Wilston Carlo
Employee Number: 21545

LETTER OF APPOINTMENT

Dear Rolwin,

Further to our discussions, we are pleased to appoint you as **Analyst** in **PARTNER-IN-CHARGE OF ETHICAL STANDARDS** at **Grant Thornton US Knowledge and Capability Center India Private Limited** ("Company") with effective date of **January 11, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of
Grant Thornton US Knowledge and Capability Center India Private Limited

Accepted

Priya Hanagoyal

Authorized Signatory

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

ANNEXURE A

TERMS AND CONDITIONS OF EMPLOYMENT

1. Nature of Employment

(a) Upon commencement of your employment with the Company, you will be designated with the position of **Analyst** in the Company.

(b) The Company has the sole discretion to modify the nature of your duties and designation as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by the Company at any time.

(c) You will report to such person as may be designated by the Company from time to time and shall be subject to supervision as per the policies and discretion of the Company.

2. Standard Conditions of Employment

(a) In addition to the Terms of Employment contained herein, you shall be subject to the Standard Conditions of Employment of the Company. The Standard Conditions of Employment of the Company will be communicated to you from time to time or be accessible by you on the Company's intranet.

(b) The Standard Conditions of Employment will relate to various matters relating to your working with the Company, including hours of work, holidays, leave, code of conduct, confidentiality policy, dress code, etc.

(c) Such Standard Conditions of Employment are deemed to include other policies of the Company that may be created including the Policy for Prevention of Harassment at the Workplace, Internet and Network Use Policy, Intellectual Property Policy, etc.

(d) The Standard Conditions of Employment may be changed by the Company from time to time at the sole discretion of the Company and such changed Standard Conditions of Employment shall become applicable to you forthwith, upon receipt of notice of the same.

3. Probation Period

(a) You will be on probation with the Company for a period of 6 months from the date of commencement of your employment with the Company.

(b) If your performance with the Company during the period of probation is considered satisfactory by the Company, on completion of the probation period, you will be confirmed by the Company.

(c) The Company shall have the discretion to extend the probation by such period as it considers necessary if it believes that you have not performed satisfactorily during the probation period but that it is reasonably possible that your performance will improve in the near future.

(d) The decision of the Company on whether to confirm your employment with the Company extend the period of probation or terminate you shall be final.

(e) During the period of probation, you and the Company shall both have the right to unilaterally terminate your employment upon providing 15 days' notice.

4. Whole Time Employment

(a) You shall be a full time employee of the Company and will devote your professional energies entirely towards the conduct of your duties under your employment with the Company.

(b) During your employment with the Company, you shall not simultaneous engage yourself in any other gainful or commercial activity (other than normally acceptable personal investment activity), business or professional activity, whether part-time or full-time, or directly or indirectly whether during or outside office hours or within or outside the office premises.

(c)You may not enter into any commitments or dealings on behalf of the Company for which you have no express authority, nor alter or be a party to any alteration of any policy of the Company or exceed the authority or discretion vested in you without the previous sanction of a duly authorized manager.

5. Compensation

(a) In consideration for your employment with the Company, you shall be paid a monthly compensation as detailed in Annexure B.

(b) Your compensation is based on your qualifications, skill sets and overall experience. Therefore, the compensation payable to you by the Company is unique and personal and any comparison of the same with those of others will be of no relevance.

(c) Except to the extent prescribed by law, the breakup of compensation shall be entirely at the discretion of the Company but will be based on such factors as level of employment, tax efficiency, fairness and management convenience.

(d) 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.

(e) The Company makes no representation that it shall at any time offer you shares in the Company or options underlying those shares. If and when the Company implements an employee stock option scheme, the Company may, at its discretion apply such scheme to you.

6. Tax Liability

(a) The tax liability, if any, including income tax, arising on your compensation will be your personal liability and will be governed by the tax laws of the country wherein your services are provided. The Compensation mentioned in Annexure B is provided on a gross basis.

(b) The Company reserves the right to deduct tax at source from any component of your compensation and take such other actions as required by applicable law.

7. Safe Custody of Company Material

(a) You will be responsible for keeping safe and in good condition, all Company material entrusted to you, including, but not limited to cellular phones, laptop, car and other equipment ("Company Property").

(b) 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.

8. Corrupt Practices

(a) During the period that you are employed by 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 favorable to the Company, other than the legally acceptable, official and Company approved consideration.

(b) A Government Officer includes any person working in or acting on behalf of any person working in any organization 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.

(c) During the period that you are employed by 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 favorable 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, favor, etc.

9. Representations

(a) You hereby represent that all the contents of your resume, testimonials, references, previous employment details and other information furnished by you at any point of time, including to any affiliate of the Company, are true and accurate.

(b) If any of the above particulars are found to be incorrect or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

10. Special Requirements

(a) You acknowledge that in view of the Company's intention to conduct business and service customers all over the world, you shall conform to such additional practices as may be required by the Company.

(b) Such practices may include:

(i) A prohibition on export of certain goods and services to certain countries or to parties who may be so notified by the company;

(ii) Special requirements prescribed by customers of the Company, including relating to standards for the protection of confidential information.

11. Transfer And Travel

(a) You will be initially based at Bangalore. However the Company reserves the right to transfer your services under substantially the same terms and conditions contained herein, to any successor–in-interest by virtue of any corporate restructuring, amalgamation or merger/ acquisition by or of the division of Company.

(b) You may be required to travel on Company business within India and overseas on required basis. Instances of business travel, you will be entitled to reimbursement of travel expenses in accordance with prevailing Company travel policies. To undertake such travel, you are expected to have a valid passport and you will be required to maintain a valid passport during your employment with the Company.

12. Termination

(a) You can resign from the Company by giving 15 day's (during probation)/ 60 day's (post probation) notice in writing or by paying the Company 15 day's/ 60 day's basic salary in lieu of notice. However, the final decision on the above is at the discretion of the Company.

(b) The Company can terminate your services without assigning any reasons whatsoever by giving a similar notice in writing or by giving 15 day's (during probation)/ 60 day's (post probation) gross salary in lieu of notice.

(c) Recognizing your given responsibility within the Company and the need for a transition, the above period is necessary and reasonable.

(d) During the notice period you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorized to withhold/ forfeit your dues as permitted by applicable law.

(e) Employees are not encouraged to take leave while serving notice period. However in case of an unforeseen emergency, leave can be taken on approval from the Company.

(f) The Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event you:

(i) have been found guilty of any misconduct or indiscipline;

(ii) have violated any of the Terms of Employment or Standard Conditions of Employment

(iii) have been persistently unpunctual, or neglected your duties or performed your duties in a manner unacceptable to the Company;

(iv) become the subject of bankruptcy.

(v) are convicted for any offence under any law for the time being in force in any jurisdiction

(vi) do not have the mental or physical capacity to carry out your official functions, responsibilities or duties.

(vii) commit any act detrimental to the interests of the Company.

(g) You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable.

13. Consequences of Termination

(a) You shall at the time of leaving the employment of the Company, deliver back to the Company any and all Company Property, devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, confidential information or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with the Company or otherwise in the possession of the Company.

(b) You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than the Company, any of the aforementioned items.

14. Confidentiality and Intellectual Property Protection

(a) You agree to keep confidential and not to disclose or to make use of, any information of the Company, including its clients, associates and business partners, that is by its nature confidential or which is communicated to you to be confidential.

(b) Any intellectual property developed by you during your employment with the Company, including any copyrights, designs, patents, layouts, mask works, etc. shall be deemed as "works for hire" under applicable intellectual property laws.

(c) In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you shall execute the Company's Employee Intellectual Property and Confidentiality Protection Agreement and agree to be bound by its terms.

15. Non Solicitation / Non-Compete

(a) You shall not directly or indirectly, or through any other party, solicit or offer employment to any persons who are employees of the Company or its affiliates for a period of one year after the date of termination of your employment with the Company.

(b) You shall not, directly or indirectly, or through any third party, solicit business from, any customer of the Company for a period of one year after the date of termination of your employment with the Company.

(c) You shall not, directly or indirectly, perform services or take up employment with any competitor of the Company for a period of one year after the date of termination of your employment with the Company.

(d) It is understood however, that the non-solicitation and non-compete clauses will not apply if and only if Company is required to transition the Division into a Captive entity as mentioned in clause 11(a) herein.

16. Privacy

(a) You will be providing to the Company certain information about yourself and your family, including personal information and sensitive personal information ("Personal Information"). You hereby agree that the Company may use and retain this information for a lawful purpose and to the extent deemed necessary by the Company in relation to your employment with the Company and for ancillary purposes.

(b) You hereby also agree that the Company may transfer or disclose such Personal Information to such other agencies the Company may consider necessary, whether affiliates or otherwise and whether in India or otherwise. The Company may codify its policies relating to privacy in a privacy policy which it will provide to you and you hereby agree to the same.

(c) The Company shall use reasonable security practices and procedures to safeguard your personal information. Notwithstanding anything contained herein, "Reasonable security practices and procedures" under section 43A Explanation (ii) of the Information Technology Act 2000 means such procedures that the Company shall implement and which may, in the Company's discretion, be intimated to you from time to time and you hereby agree to the same.

17. Dispute Resolution

(a) Except as provided herein, all disputes in relation to this Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996.

(b) The arbitration shall be conducted by a single arbitrator to be selected by you out of a list of three arbitrators provided by the Company.

(c) The arbitration proceedings shall take place at Bangalore, India and shall be conducted in English.

(d) You acknowledge that damages will not be an adequate remedy in the event of breach of any of your obligations under this Agreement. You therefore agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

18. Miscellaneous Provisions

(a) Change Of Address - You will promptly inform the Company in writing of any change in your residential address or contact details.

(b) Governing Law - This Agreement shall be governed by, and construed in accordance with the laws of India.

(c) Waiver - No inaction, act or omission by the Company shall be considered as a waiver by the Company of any of its rights herein unless specifically waived by the Company in writing.

(d) Invalid Provision – If any of the Terms of Employment are invalid under law, such provision shall be replaced by another provision which most nearly effectuates the same result as the impugned provision.

For and on behalf of
Grant Thornton US Knowledge and Capability Center India Private Limited

Priya Hariagopal

Authorized Signatory

Accepted

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

Alembic
Touching Lives over 100 years

19/2/2020

Dear Samad,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

*Accepted:*_____

*Name:*_____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

Grant Thornton

Strictly Private and Confidential

GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 05, 2021

Santhosh Kumar K C
Employee Number: 21384

LETTER OF APPOINTMENT

Dear Santhosh,

Further to our discussions, we are pleased to appoint you as **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** at **GT US Shared Services Center India Pvt. Ltd** ("Company") with effective date of **January 04, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of

GT US Shared Services Center India Pvt. Ltd Accepted

Priya Haragopal

Authorized Signatory

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

Annexure B

Total Cost to Company (CTC) structure

Employee Name	**Santhosh Kumar K C**	
Employee No	**21384**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

****** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**

Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	0
Total Benefits	**53,093**

You are also entitled for the following reimbursements/benefits as defined in the Company policies or guidelines. Please note that the entitlement for these benefits / reimbursements are at the discretion of Company and as per the policies and guidelines:

1	Reimbursement of all business expenses travel, conveyance and team events	5	Transport facility during busy season
2	Busy season meals, snacks	6	Short-term rent free accommodation/ relocation expenses for outstation employees
3	Mobile expense reimbursements	7	Beverages - Coffee/ Tea etc.
4	Trainings and various educational sponsorship, town hall and offsite	8	Day care facility

TOTAL DEDUCTIONS:

Professional Tax (PT), Tax Deducted at Source (TDS) if applicable, Employer and Employee PF Contributions or other deduction to be made in accordance with respective laws will be made

PLEASE NOTE THAT ALL TAXES PRESENT AND FUTURE ARE TO BE BORNE BY YOU.

Signed acknowledgement of employee: _____

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

Alembic
Touching Lives over 100 years

19/2/2020

Dear Sharath Nayak,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

*Accepted:*_____

*Name:*_____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

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Alva's Institute of Engg. & Technology
MIJAR – 574 225

Hewlett Packard
Enterprise

Global e-Business Operations Private Limited
Kalyani Platina Magnolia Building,
Sy No. 1, 6, 24 Kundalahalli Village,
K R Puram, Hobli
Bengaluru– 560 066
Karnataka
India
www.hpe.com

8 Sep, 2021

Dear Shivani,

We are pleased to extend to you an offer of employment with Hewlett Packard Enterprise ("HPE" or the "Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

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

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

We hope you choose to join Hewlett Packard Enterprise and look forward to hearing from you soon. Let's build the future together.

Thanking you

Global e-Business Operations Private Limited; Kalyani Platina, Phase –II Building, Survey # 1, 6 & 24 of Kundalahalli Village, KR Puram Hobli, Bengaluru – 560 066, Karnataka, India

FOR Company

Sailesh A J Menezes
Senior Director – Human Resources

FOR Employee
Name: _____

Signature: _____
Date: _____

DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR – 574 225

Hewlett Packard
Enterprise

8 Sep, 2021
Shivani Hegde
India

Dear Shivani,

Welcome to Hewlett Packard Enterprise! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you at Global e-Business Operations Pvt. Ltd. of Hewlett Packard Enterprise ("HPE" or the "Company"). Your date of appointment is effective from your date of joining, which shall be on 4 Oct, 2021.

Your appointment at Global e-Business Operations Pvt. Ltd. is on the following terms and conditions:

1 Remuneration (Mainstream employees only)

Your annual total gross remuneration will be made up of the following components

1.1 Basic Salary

You will be eligible for a Basic Salary. The amount towards the basic salary is mentioned in Annexure (I) against "(A) Basic Salary".

Variable Pay Bonus (VPB)

In addition to your salary, you will be eligible to participate in one of the Company's variable pay plans (all of which are subject to modification from time to time), as determined by the Company's management. Variable pay bonuses are discretionary and based on business and individual results, therefore the fact that you may have received such a payment at any one time does not mean that you have any right to receive further payments in the future. Employees may participate in only one variable pay plan at a time.

1.2. Flexible Benefit Plan (FBP):

You will be eligible to receive benefits under the Flexible Benefit Plan of the Company and the maximum cost to Company in providing such benefits shall not exceed the amount as mentioned in Annexure (I) against "(B) Flexible Benefit Plan". A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

FOR Company

Sailesh A J Menezes
Senior Director – Human Resources

FOR Employee
Name: _____

Signature: _____
Date: _____

Hewlett Packard
Enterprise

The Company has sole and absolute right to change any of it's rules and regulations at any time to meet exigencies of business.

3) As a condition of your employment, you are required to enter into a separate 'Agreement Regarding Confidential Information and Proprietary Developments ("ARCIPD"), a copy of which is provided to you along with this offer letter.

4) You will be covered by Hewlett Packard Enterprise Employee's Intellectual Property Policy, the Company's Standards of Business Conduct and other policies, procedures and other rules as applicable from time to time.

5) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per Company policies, you shall be deemed to have abandoned employment voluntarily.

3.0 Choice of Law

The terms of your employment shall be governed by the laws of India, and the courts of India shall have exclusive jurisdiction.

Enclosed:

a) Annexure (I) - Annualized Compensation & Benefit Statement

b) Annexure (II) - Flexible Benefit Plan

c) ARCIPD

Annualized Compensation & Benefits Statement – Annexure I

All figures are INR per annum

(A) Basic Salary	Rs 188,934.00
(B) Flexible Benefit Plan	Rs 59,306.19
(C) Retirals	Rs 31,759.81
Provident Fund @12%	
Gratuity @ 4.81%	
Total Cost to Company	280,000.00

Annexure II
Flexible Benefits Plan (FBP)
Mainstream Base- SU1
Mainstream Entry- Intermediate

FOR Company

Sailesh A J Menezes
Senior Director – Human Resources

FOR Employee
Name: _____

Signature: _____
Date: _____

Hewlett Packard
Enterprise

1. House Rent Allowance:
Maximum Limit (per annum) 60% of Annual Basic
Supporting Documents: Declaration & at least one receipt per quarter, as proof of rent, from landlord

2. LTA once a year (LTA will be exempt if availed by the employee twice in a block of four calendar years. The calendar years currently applicable are 2018 to 2021.):
Maximum Limit (per annum) 20% of Annual Basic
Supporting Documents: Original Tickets /Boarding Pass and/or Cash Memos & Appropriate Leave

3. Children education allowance for maximum of 2 dependent children :
Maximum Limit (per annum) (Per child per month Rs.100) Rs.2,400
Supporting Documents: Declaration*

4. Children's Hostel Allowance for maximum of 2 dependent children (in case children are in a hostel):
Maximum Limit (per annum) (Per child per month Rs.300) Rs.7,200
Supporting Documents: Declaration*

5. Meal Card (Card to be used for food expenses incurred at hotels/restaurants during the course of the workday):
Maximum Limit (per annum): Rs.26,400
Supporting Documents: As per program guidelines

6. **Bonus/Exgratia -** A maximum amount of Rs.2400 per month** shall be allocated and payable as advance statutory bonus / ex-gratia as applicable.(** Employees earning a basic salary of up to Rs.21, 000/- per month are eligible for bonus under the Payment of Bonus Act, 1965. The amount payable will be determined by the rules of the Act. For employees with basic salary above Rs.21, 000/-pm this amount will be treated as ex-gratia.) and paid through monthly payroll subject to eligibility conditions.

7. Personal Pay through Payroll - Balance of the above items paid with the Salary after appropriate tax deductions at the end of the year
Maximum Limit (per annum): 100% of FBP
Supporting Documents: Declaration

* Employees are liable to provide proof in the event of an evaluation by Income tax authorities

Guidelines governing Flexible Benefits Plan (FBP)

1. Employees will be eligible to select a package of benefits for one year from the menu of benefits annexed to this scheme. The selection of benefits must be done and communicated to the Payroll group. All new employees are expected to do the same within two weeks of joining the Company.

FOR Company

Sailesh A J Menezes
Senior Director – Human Resources

FOR Employee
Name: _____

Signature: _____
Date: _____

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EXL

PRIVATE AND CONFIDENTIAL

Date: February 1, 2022

Miss Shraddha C Shetty
Kattbelthur (post)
-576230

EMPLOYMENT AGREEMENT

Dear **Shraddha C Shetty**,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **Outsourcepartners International Private Limited** ("the Company") to the position of **Associate - FAO at Band A1**, on the terms and conditions set out herein after:

1 EMPLOYMENT

1.1 Your effective date of joining shall be no later than : **January 18, 2022**

1.2 Notwithstanding the afore-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. (*Applicable for Band A only*)

1.3 Your employment with the Company is subject to:

(i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to you and/or without your further or additional consent.

(ii) Your being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date;

(iii) On our receiving two satisfactory references; and

(iv) Your fully and truly disclosing on your own behalf and, if married, on your spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to the Company and acceptance by the Company of those external directorships, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships,

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Appendix 1

Name : Miss Shraddha C Shetty
DOJ : January 18, 2022
Designation: Associate - FAO
Band : A1

Heads of Compensation :	Annual Compensation
Basic	180000
Basket of Allowances	98400
Provident Fund	21600
Total Fixed Compensation (A)	**300000**
Cost of Other Benefits Provided by Company (Non - Monetary)	
Transport	30000
Canteen	12600
Accident Insurance and Mediclaim Premium	7200
Other Benefits (B)	**49800**
Retirals	
Gratuity	8658
Other Retirals Benefits (C)	8658
Total CTC (A+B+C)	**358458**
You are required to give the BOA options in the Prescribed format	
*In case the Basic + DA is more than Rs. 15000, PF is optional and you have to give your option for the same. Coverage is mandatory for those who are already covered under PF Scheme.	
Performance bonus will be as per the EXL bonus policy, and would be paid based on company's / individual's performance	

1. Group Medical insurance coverage for self and dependents (Spouse and 2 children) and Group Personal Accidental coverage for self.
2. You shall be provided with benefits of Gratuity in accordance with applicable provisions of the Payment of Gratuity Act, 1972 as amended up-to-date

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GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

January 05, 2021

Shreyas R
Employee Number: 21383

LETTER OF APPOINTMENT

Dear Shreyas,

Further to our discussions, we are pleased to appoint you as **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** at **GT US Shared Services Center India Pvt. Ltd** ("Company") with effective date of **January 04, 2021.**

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company, as intimated to you.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein.

For and on behalf of
GT US Shared Services Center India Pvt. Ltd

Accepted

Priya Hariagopal

Authorized Signatory

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Annexure B

Total Cost to Company (CTC) structure

Employee Name	**Shreyas R**	
Employee No	**21383**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

****** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	0
Total Benefits	**53,093**

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ALEMBIC / HRM / 870562 /2020-2021 **28 September 2020**

Sonic Rai
3-165 Agathady Perabe,
Dakshina Kannada - 574285, Karnataka
Mobile: 8105283614

Dear **Sonic Rai,**

Reference our discussion, we are pleased to select you as an **Apprentice (Field) in our Zenovi Division** based at **Mangalore HQ** on the following terms & conditions:

1. You will undertake field working for a period of 1 Year starting **28-Sep-20** to **27-Sep-21** as **Apprentice (Field).**

2. You have to make your own arrangements for lodging, boarding, conveyance etc. in the HQ assigned to you.

3. You shall not claim your right as regular employee of the company, neither during the Training nor after completion of the Training.

4. Your stipend details are as per the attached Annexure –A.

5. These Terms are valid subject to clearance of your pre-employment medical check-up.

6. These Terms are valid subject to you passing the graduation examination. In case you fail to clear the examination, we reserve the right to withdraw These Terms.

7. Any instance of misconduct, breach of rules and regulation governing traineeship, neglect of your duties, insubordination, riotous behavior, insolence, absence without prior sanction, dishonesty, loss of confidence, embezzlement and accepting any commission or discount from any merchant or outsider or such behavior in contravention of traditional/ common for doing a traineeship or if you are tried and/ or convicted for any criminal offence, your traineeship are liable to be discharged and shall be dealt with appropriately.

8. In the event of your being indulging in any acts of omission or commission constituting misconduct, including unwelcome physical contact and advances and /or a demand or request for sexual favours and /or sexually colored remarks / jokes, and/or showing pornography and/ or any other physical, verbal or non-verbal conduct of sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

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9. On completion of the traineeship as specified above, the training period shall automatically end and the company will have no obligation to offer you any employment or compensation thereof.

10. During the training period, if your performance is any way found unsatisfactory, your training period will be discontinued on any day without giving any notice and without assigning any reason or compensation whatsoever. The Division will review at the end of every month your training progress and for that purpose may give some trade tests, if it is so desired. You must show satisfactory periodical progress during the training period.

11. Your place of posting and territory will be determined at the management's discretion and informed to you. Your territory is liable to be transferred to any place and at any time in India without any extra remuneration. Also, you are liable to be transferred to any Department, Division and Headquarter without any extra remuneration.

12. If at any time during your training period, you are found dishonest, disobedient, intemperate, irregular in attendance or at work or commit a breach of the terms and conditions of your internship, the Division shall not withstanding anything to the contrary that may be contained herein, be entitled to terminate your project forthwith without any notice whatsoever and may deduct without prejudice to any other rights and remedies which the Division may have against you from the emoluments, if any then due to you, the amount of any loss to the Division may have sustained has occurred, shall be final conclusive and binding upon you in all respect and shall not be questioned by you on any grounds whatsoever.

13. You shall not either during the continuance of your training or thereafter disclose, divulge, or make public or use any information / knowledge which you may acquire in the course of your project in any way about any of the affairs or secrets of the Division, Company or any processes, accounts, transactions and dealings of the Division, Company to any person, firm or Division, Company to the prejudice of organization.

If you have any questions, please feel free to contact Mr. Sumit Haryana (Human Resources) on sumit.haryana@alembic.co.in

We wish you good luck for the assignment!

For Alembic Pharmaceuticals Limited

Chitra Shetty
Deputy General Manager– Human Resources

Signature
(Acknowledgement, Agreed & Accepted)

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Annexure – A

Name	Sonic Rai
Designation	**Apprentice (Field)**
Components	**Amount in rupees (Per Month)**
Stipend	15000
Other allowances (HRA etc.)	4196
Premium on Hospitalization	804
Total	**20000**

You will be covered under group personal accident policy and mediclaim policy.

For Alembic Pharmaceuticals Limited

Chitra Shetty
Deputy General Manager - Human Resources

Signature
(Acknowledgement, Agreed & Accepted)

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GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

November 11, 2020

Srilaxmi Bhat
Bengaluru

LETTER OF OFFER

Dear Srilaxmi,

It was our pleasure to meet with you and discuss the professional opportunities available at GT US Shared Services Center India Pvt. Ltd ("Grant Thornton," "GTSSC" or the "firm"). We are impressed with your accomplishments and enthusiasm and believe that you will be a valuable addition to our firm. On behalf of GTSSC, I am pleased to extend to you an offer of employment for the position of **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** in our Bengaluru office. We expect that you will begin your employment with GTSSC no later than **January 04, 2021**. Upon the start of your employment you will be given an orientation on the firm's policies and benefits.

Beginning with the first day of your employment with GTSSC on **January 04, 2021** through a six (6) month period from the Joining Date, you will be in a probationary employment period. If necessary and at the discretion of GTSSC, the probationary period may be extended by a period not exceeding two (2) additional months. You will be confirmed for employment upon successful completion of the probation period.

Further to our discussions, you will work exclusively for GTSSC and your employment will be on the following terms and conditions:

1. Your **Total Fixed Cost to the Company** would be **Rs. 415,000 (Rupees Four Lakhs Fifteen Thousand).** At your level you will be eligible for a performance linked variable bonus opportunity, which could range from **0-15%** on your annual Fixed CTC subject to you being employed with the company at the time of disbursement. Tax will be deducted at source in compliance with prevailing tax regulations. Annexure A outlines the break-up of your compensation and benefits.

2. You will be initially employed by GTSSC based out of Bengaluru, India. However the firm reserves the right to transfer your employment services under substantially the same terms and conditions contained herein, to any location or successor–in-interest by virtue of any corporate restructuring, amalgamation or merger/ acquisition or to an affiliated third-party.

3. Your appointment with GTSSC subjects you to be bound by all employment rules, regulations, policies and guidelines issued by the firm from time to time, in relation to personal and professional conduct including, but not limited to, non-disclosure of confidential information, privacy guidelines, discipline and independence as are outlined in more detail directly below and available on K-Source (the firm's internal intranet-based knowledge management system).

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firm also has requirements for maintaining confidential client information. All **Grant Thornton** personnel are required to adhere to the firm's policies with respect to the disclosure of any confidential client information.

5.. Finally, please note that GTSSC conducts background checks on all new employees. All employment offers are subject to satisfactory completion of the screening we conduct.

We welcome you to GTSSC and take this opportunity to wish you a long and successful career with the firm. If you have any questions regarding the terms of this offer, please contact our Talent Acquisition Team. As such, please confirm your acceptance of this offer by signing and returning a copy of this letter within 2 days of receiving the offer.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

For and on behalf of GTSSC,

Priya Haragopal

Authorized Signatory

ACCEPTED

Name	**Signature**	**Date**

4.In order for **Grant Thornton** to maintain its position as a dynamic global organization that provides distinctive client service we must maintain the highest practice quality standards, which includes safeguarding the independence of our attest clients and maintaining the highest ethical standards. All personnel are required to adhere to the firm's independence quality control policies and procedures as described in the Independence and Ethics Manual, available in the Independence Community on K-Source.

The firm's independence quality control policies are structured to safeguard the relationship with our clients and include specific restrictions on personal financial interests, loans, depository relationships, employment relationships, jointly-held investments with client personnel, service as an executor, trustee, or board member, and the receipt or offer of gifts or discounts. The firm also restricts hiring the close relatives of our personnel who have key or sensitive positions with Grant Thornton clients.

In addition to the importance for the firm and its personnel to maintain its independence with respect to our clients, the firm also has requirements for maintaining confidential client information. All **Grant Thornton** personnel are required to adhere to the firm's policies with respect to the disclosure of any confidential client information.

5. Finally, please note that GTSSC conducts background checks on all new employees. All employment offers are subject to satisfactory completion of the screening we conduct.

We welcome you to GTSSC and take this opportunity to wish you a long and successful career with the firm. If you have any questions regarding the terms of this offer, please contact our Talent Acquisition Team. As such, please confirm your acceptance of this offer by signing and returning a copy of this letter within 2 days of receiving the offer.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

For and on behalf of GTSSC,

Priya Haragopal

Authorized Signatory

ACCEPTED

Name	**Signature**	**Date**

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Annexure A

Total Cost to Company (CTC) structure

Employee Name	**Srilaxmi Bhat**	
Designation	**Analyst**	
With effect from	**January 04, 2021**	
Salary Components	**Per Month (INR)**	**Per Annum (INR)**
Basic	17,292	207,500
House Rent Allowance	6,917	83,000
Special Allowance*	8,300	99,600
Employer's Provident Fund (PF) Contribution	2,075	24,900
Total Cost to Company(CTC)	**34,584**	**415,000**

Variable Bonus	Performance linked variable bonus opportunity could range from **0-15%** of your Annual CTC

***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company policy which may be modified from time to time.

**** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **15%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of the Company. You are eligible to participate in the variable bonus program subject to you being on rolls of the Company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The Company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	**Per Annum (INR)**
Insurance – Group health, Group Accidental & Group Term life	21,992
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	9,981
Eligible to claim Relocation as per policy upto a maximum of	20,000
Total Benefits	**73,093**

You are also entitled for the following reimbursements/benefits as defined in the Company policies or guidelines. Please note that the entitlement for these benefits / reimbursements are at the discretion of Company and as per the policies and guidelines:

1	Reimbursement of all business expenses travel, conveyance and team events	5	Transport facility during busy season
2	Busy season meals, snacks	6	Short-term rent free accommodation/ relocation expenses for outstation employees
3	Mobile expense reimbursements	7	Beverages - Coffee/ Tea etc.
4	Trainings and various educational sponsorship, town hall and offsite	8	Day care facility

TOTAL DEDUCTIONS:

Professional Tax (PT), Tax Deducted at Source (TDS) if applicable, Employer and Employee PF Contributions or other deduction to be made in accordance with respective laws will be made

PLEASE NOTE THAT ALL TAXES PRESENT AND FUTURE ARE TO BE BORNE BY YOU.

Signed acknowledgement of employee: _____

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19/2/2020

Dear Subrahmanya Hegde,

Sub: Invitation for attending HR-Orientation Program

Further to your interview with us, we are pleased to invite you for **13 Days** HR- Orientation Program to be held at Vadodara from **24/02/2020** to **08/03/2020**. You are advised to report at following address on **23/03/2020**, latest by 8:00 pm.

Venue: **Alembic Guest House**
Alembic Ltd, Alembic Road,
Gorwa, Vadodara, Gujarat.

You are advised to carry the following documents:

- **Original & Photocopy of qualification certificates (10th, 12th, Graduation & above)**
- **Birth Date proof**
- **Last drawn three months' Salary slip/ Certificate or 3 months Bank Statement**
- **PAN Card (in case of applied; acknowledgement copy) + Other ID proof**
- **Appointment letter of last Company (in case of experienced candidates)**
- **Passport-size color photographs (8 copies)**
- **Photo ID Proof**
- **Pre-Medical Examination form (with stamp of MBBS Doctor and above)**
- **Color family photographs (Two copies – Medium Size (9cm By 4cm – for ESIC)-(Family include self, Father, Mother, Wife and Children)**

(Kindly carry all original and Xerox copy of qualification certificates, ID proof, appointment letter of previous company + salary slips for the program)

N.B.: Failing to produce any of above documents you will not be offered.
Your boarding/lodging will be borne by the company for the above period.

You are requested to book your return ticket from Vadodara after 6:00 PM.

With Kind Regards,

Sumit Haryana
Human Resources
09619756908

*Accepted:*_____

*Name:*_____

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

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Date: December 2, 2021

Ms. Supriya Annayya Naik
At Guladakeri. Po Manki
Tq Honnavar. Dt Uttara Kannada,
Karnataka-581348

EMPLOYMENT AGREEMENT

Dear **Supriya**,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **Outsourcepartners International Private Limited** ("the Company") to the position of **Associate - FAO at Band A1**, on the terms and conditions set out herein after:

1 EMPLOYMENT

1.1 Your effective date of joining shall be no later than : **November 30, 2021**

1.2 Notwithstanding the afore-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. (*Applicable for Band A only*)

1.3 Your employment with the Company is subject to:

(i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to you and/or without your further or additional consent.

(ii) Your being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date;

(iii) On our receiving two satisfactory references; and

(iv) Your fully and truly disclosing on your own behalf and, if married, on your spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to the Company and acceptance by the Company of those external directorships, interests and/or positions on such terms & conditions as Company may prescribe in its sole

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discretion. In case Company do not accept or provide consent to any such directorships, interests and/or positions, you hereby agree to withdraw from any such directorships, interests and/or positions immediately and without any demur or protest.

(v) You having received at least one (1) dose of a COVID-19 vaccine, which has received at least emergency use authorization from the Government of India.

(vi) If you breach, fail to fulfill or comply with any of the aforesaid conditions, this offer shall stand revoked automatically without any further reference or notice to you (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment will automatically terminate without giving you any claim for compensation or damages, but without prejudice to the Company's rights and / or remedies against you.

1.4 Probation:

(i) You will be on probation* for a period of 180 Days from the date of joining which can be extended by the company at its sole discretion in case your performance does not meet requisite standards or for any other reason as deemed fit or proper by the company. At the end of the probation period your services with the company would be deemed confirmed unless specifically extended by the company in writing, within the said period of 180 Days
*No probation period for Band D and above

(ii) During the period of probation including during the extended period of probation, *if any*, your services are liable to be terminated by either party at any time without cause with 15 (fifteen) days written notice or paying to the other party, in advance or simultaneously with letter, salary in lieu of such notice or salary for such period by which the notice period falls short of. However, if the exigencies of work, business or client commitments so requires; or if you are handling any sensitive, critical, confidential or time bound assignment / project / work; or if you want to leave in the middle of work, without serving your full notice period, wherein your presence, involvement or participation is required or is deemed necessary by the Management; or if any work is pending at your end; or if Management does not find suitable replacement or substitute in your place; or if satisfactory, full and proper hand-over and/or knowledge transfer is not given by you to the satisfaction of the Management; or if your not serving full notice period may have adverse impact on the business, client or work commitments or on your team, the Company may decline to relieve you earlier than the expiry of the entire period of notice. Your exit formalities will be initiated, and your relieving and experience letters will be issued subject, inter alia, to your fulfilling the aforesaid requirements. For removal of all doubts, it is hereby clarified that the term salary for the purposes of notice or notice period shall mean gross salary, which shall include basic salary, all the allowances, benefits and perquisites as per Appendix 1.

(iii) In case, during your notice period, you abruptly stop reporting to duties or if you abscond from duties or absent unauthorizedly or absent without authorization without prior information to, and prior permission from, the Management, the Management shall mark you as 'absenting unauthorizedly' / 'unscheduled off' and you shall not be entitled to any salary / wages for aforesaid period. In aforesaid situation, Company shall not be under any obligation to issue your relieving and experience letters. The term 'unscheduled off' shall mean 'absenting unauthorizedly' or 'unauthorized absence'.

(iv) Further, on your giving the notice of resignation, the Company may at its sole discretion relieve you from such date, as it may deem fit, even before the expiry of notice period, by paying salary in lieu of notice period, based on the business needs of the Company which may include without limitation client requirements or any security reasons or any productivity issues or your presence on Company premises including without limitation on the production / operation floor bringing in any negative impact on the working environment. The Company may take appropriate decision on such

EXL

Appendix 1

Name : Ms. Supriya Annayya Naik
DOJ : November 30, 2021
Designation: Associate - FAO
Band : A1

Heads of Compensation :	**Annual Compensation**
Basic	180000
Basket of Allowances	120400
Provident Fund	21600
Total Fixed Compensation (A)	**322000**
Cost of Other Benefits Provided by Company (Non - Monetary)	
Transport	30000
Canteen	12600
Accident Insurance and Mediclaim Premium	7200
Other Benefits (B)	**49800**
Retirals	
Gratuity	8658
Other Retirals Benefits (C)	8658
Total CTC (A+B+C)	**380458**
You are required to give the BOA options in the Prescribed format	
*In case the Basic + DA is more than Rs. 15000, PF is optional and you have to give your option for the same. Coverage is mandatory for those who are already covered under PF Scheme.	
Performance bonus will be as per the EXL bonus policy, and would be paid based on company's / individual's performance	

1. Group Medical insurance coverage for self and dependents (Spouse and 2 children) and Group Personal Accidental coverage for self.
2. You shall be provided with benefits of Gratuity in accordance with applicable provisions of the Payment of Gratuity Act, 1972 as amended up-to-date

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HOLISTIC
INVESTMENT PLANNERS

APPOINTMENT ORDER

06.10.2020

To
Ms. Anitha
No:24/29 Sivan Kovil Cross Street,
Kodambakkam,
Chennai - 600024
Ph: 9894145721

We are pleased to confirm our offer of appointment to you with Holistic Investment Planners Pvt. Ltd., on the following terms and conditions:

Designation : **Trainee – Financial Planning.**

Department : **Financial Planning.**

Location : **Chennai.**

Date of Joining : **07.10.2020.**

Working Hours : **9.30 A.M. to 6.00 P.M.**

Salary Breakup:

CTC Details	Monthly Salary in Rs.	Annual Salary in Rs.
Basic Pay	4800.00	57600.00
Performance Allowance	2400.00	28800.00
Special Allowance	4800.00	57600.00
Total Pay	12000.00	144000.00
Retention Pay*	-	12000.00
Total CTC	-	156000.00

*Retention Pay will be paid after completion of One Year from the date of joining.

Probation:

You will be on probation for a period of six months from the date of joining. The period of probation may be extended for a like period if it is found to be necessary. On the other hand, the probation period could also be reduced in case were performances has been exemplary. However mandatory period of six months you should be in service with us. In any case, unless an order of confirmation has been given to you in writing, you will not be deemed to have been made permanent. In the event you are found unfit or unsuitable for this job, or your conduct and behaviours are not satisfactory, your services may be terminated without notice.

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TeamLease™
Putting India to Work

Date: 21 Jul 2021

Mr Dheeraj poojary

1491Bantwal 574219

Employee No: 2133437
Dear Mr Dheeraj poojary

Engagement Letter - Trainee

With reference to your application to be appointed as Trainee and the subsequent interviews you had with us,we are pleased to appoint you as a Trainee under the Standing Orders of our establishment from 21 Jul 2021 and expire on 21 Jul 2022 subject to the following terms and conditions:

1. Your training engagement shall conclude on the 21 Jul 2022 or it can be terminated earlier with a notice period of 30 days or compensation in lieu thereof.

2. You will be paid a stipend as per the below annexure per month subject to ESIC Contributions.

3. You shall be covered under the Group Medical claim and Group Accident Policies of the Company.

4. You will adhere to the instructions of your trainers / mentors and abide by the rules of discipline either existing or enforced from time-to-time.

5. Your candidature for appointment in the same department or any other department will be considered on successful completion of the training. There is no guarantee of employment to be given to you if you could not complete the training successfully.

6. Any breach or violation of the instructions / rules / will render you to terminate the training engagement.

7. You will adhere to punctuality and shall learn the trade/work diligently.

8. You will not be entitled to Bonus and other benefits as applicable to regular employees.

9. TeamLease reserves the right to conduct background verification through an external agency. For this purpose, TeamLease may share your personal details as voluntarily disclosed by you, with the external agencies. In the event it is found that the details furnished by you is incorrect or you have concealed any material information or your BGV report is negative, your services are liable to be terminated without notice.

Please return the copy of the Engagement Letter after affixing your signature at the appropriate place on the office copy in token of your having read, agreed, fully understood and accepted the terms and conditions of engagement. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, you training assignment with TeamLease with the acceptance of your first stipend will be conclusive proof of your acceptance of the engagement in accordance with the terms and conditions of the Company's Standing Orders.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

(Authorized Signatory)

Signature and date:
Name: DHEERAJ POOJARY

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TeamLease™
Putting India to Work

(Authorized Signatory) Name: DHEERAJ POOJARY

Salary Annexure

Employee No: 2133437

Particulars	Amounts
ESIC - Employer	466
Stipend	14309
TotalAmount	14775
Amount In Words(Rs)	Fourteen Thousand Seven Hundred Seventy Five rupees

Net Pay Annexure

EARNINGS	Amounts
Stipend	14309
Gross Earnings	**14309**
DEDUCTION *	**Amounts**
Employee ESI	108
Total Deduction	**108**
Net Salary	**14201**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : https:tlconnect.teamlease.com/Learning

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

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Dpay

Date:06, January 2021

LETTER OF EMPLOYMENT

Dear SATHYA,

With reference to your discussions with us, we have the pleasure of appointing you as a Funtional Consultant-Trainee in HR and Payroll Module in our organization. Besides what the designation connotes, your job and duties shall include any other task or responsibility as is felt suitable by the management and is assigned to you from time to time. The terms and conditions of your employment will be the following:

1. **Remuneration:** You shall be entitled to a salary of Rs. 90000/- (**Ninety Thousand Rupees only** INR) per annum as CTC (cost to the company) and shall be subject to deduction as per statutory laws. Refer Appendix-I for breakup of the salary components.

2. **Place of Work:** Your work-place will be presently based at **Karaikal, India (R&D)**. At the discretion of the company, you may be posted or transferred to any office/branch/location/ projects or any of our associate companies at any time in any part of India and abroad, either presently existing or as may come in existence in future. On transfer from one place to other, your salary will not be adversely affected but all other terms and conditions shall remain the same. You will be required to travel for 4-10 months in a year

3. **Date of Joining:** Your date of joining the company's services and commencement of employment **is January 05, 2021.**

4. **Job Responsibilities:** You will carry out the job responsibilities as mentioned in Appendix-2

5. **Probation:** You shall be on probation for a period of **SIX MONTH** from the date of joining and the said period may, at the discretion of the management be extended or as per the provision of Service Rules or a completion of one year of continuous service. During the period of probation, your performance will be evaluated on regular basis and if the same is not as per expected standards, your appointment is liable to be terminated without any notice assigning any reason and you shall not be eligible for any notice or compensation in lieu thereof.

   Future increment in your remuneration will not be automatic and shall depend upon your performance and be at the discretion of the company.

6. **Onsite Travel:** You are required to travel for 40%-90% in a year. The employee while in Saudi Arabia and/or any other country shall work with all due care, industry and diligence and to the best of his ability and abide by and conform to all the rules and regulations and conditions in

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Sathya