

ACADEMIC YEAR
2018-19



**Kiran
Sahir**



EMPLOYEE

COVANCE

Covance India Pharmaceutical
Services Pvt. Ltd.
Bldg No 1, 601 Raheja Mindspace
Plot Gen.2/1/D
Gen 2/1-E Gen/2/1/F MIDC Trans
Thane Indus area Shrivane
Thane Navi Mumbai
Thane, Maharashtra 400706
Phone: +91 22 6822 1500
Fax: +91 22 6822 1501

18 November 2019

G,Laveena
Central Laboratory Services - India

CONFIRMATION OF EMPLOYMENT

Dear Laveena,

We refer to your Offer of Employment dated September 23, 2019.

We are pleased to confirm your position **Kit Inventory Coordinator** with **Covance India Pharmaceutical Services Private Limited** effective **December 23, 2019**.
Congratulations on your successful completion of the probationary period for the position.

Thank you for your contributions for the past months, and we wish you a successful and rewarding career with Covance.

Yours Sincerely,



Rakshet Nakanna

Director, Head of HR Partnering – India

Copy: Line Manager
Personnel File



12 17
COVANCE

Covance India Pharmaceutical
Services Pvt. Ltd.
Bldg No1, 601, Raheja Mindspace
Plot Gen/2/1/D
Gen 2/1/E Gen/2/1/F MIDC Trans.
Thane Indus area Shiravane
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Thane, Maharashtra, 400706
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Fax: +91 22 6822 1501

18 November 2019

G,Laveena

Central Laboratory Services - India

CONFIRMATION OF EMPLOYMENT

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We refer to your Offer of Employment dated September 23, 2019.

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Thank you for your contributions for the past months, and we wish you a successful and rewarding career with Covance.

Yours Sincerely,



Rakshet Nakanna

Director, Head of HR Partnering – India

Copy: Line Manager
Personnel File



11451101 Abhinav
(2015 - 2019)

1MV15IS002



2015
BOSCH

*** Personal and Confidential ***

Mr. Abhishek Mani,
Near Devasthan,
Bibiganj Maida Toli,
Danapur Cantt., Patna
Bihar 801503

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: RBEI/HRL/2019/1365

Date: 04.04.2019

Dear Abhishek Mani,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as 'Associate Software Engineer' at RBEI at 'Level 50' as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees Five Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2019 (payable in April-2020) - at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

- 3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
- 3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
- 3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.



Strictly Private and Confidential

01-Apr-2019

ABHISHEK YADAV

Singhawali Ahir, near Thana Singhawali Ahir, District : Baghpat
9986801311

Dear **ABHISHEK**,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions.

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

Candidate's Signature _____

Reference Id: 851c711d-e187-4326-9f77-c5591f923609_1
Signed By: Mohan Sekhar

IMVIST 0003 Abhishek yadav.



ABHISHEK YADAV

11772413

REDMI N
AI QUAD

1 MV/IS/5004

2015 batch



TEMENOS

TEMENOS INDIA PVT LTD

No. 446 Sterling Road
Nagaj, Ambikapur
Chennai - 600 034 India

T +91 (0) 44 7133 1000
F +91 (0) 44 7133 1000

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Ms. Aishwarya D,
1584/56, 2nd Cross,
4th Main, Nagappa Block,
Srirampuram, Bangalore - 21.

17th September 2018

Dear Ms. Aishwarya D,

Offer of Employment

It gives us immense pleasure in inviting you to join Temenos India (P) Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1. **Position:** Software Engineer
2. **Band** A
3. **Job Family** Technical
4. **Reporting to:** Vice President
5. **Location & Department:** You will be posted any location based on the resource requirement at the time of your joining and allotted to a role in Development / Testing / Support teams, as per the decision of Management. Please note that all such roles enjoy equal premium and diversified career paths. We will communicate Location, role and Department details, after your successful completion of Induction Training.
6. **Salary:** Please refer to the annexure attached with the Offer document for Salary Emoluments.
7. **Date of joining:** 5th July 2019
8. **Probation:** There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise. Please note that the offer of employment and end of probation is subject to your successful completion of the stated qualifying degree and submission of supporting documents. All such supporting documents must be submitted to the HR department on or before **31st August 2019**. You will also be required to produce the original degree certificates for verification purposes. In addition to these terms, your performance during the probation period would be reviewed, before a decision is made to confirm your services.

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Arun P.S

College: Sir M. Visvesvaraya Institute of Technology, Bangalore

OFFER OF EMPLOYMENT

Dear Arun P.S,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,18,000/-** as per the details mentioned in '**Annexure-1**'.

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

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

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

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

TERMS AND CONDITIONS

1. **Increments and Promotions**

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

2. **Overseas Deputation/International Assignment**

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

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

3. **Documents**

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

1MVISIS 006

BE YOURSELF, MAKE A DIFFERENCE.

accenture

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01-Apr-2019

ashi bansal

Arun kumar bansalh-no: 52, mohalla harisha , sikandrabad , bulandshahr
9148704995

Dear ashi,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

Date 11-Sep-2019

(2015-2019)

Mr. Darshan B
Bangalore

Sub: Letter of Offer

Dear Darshan B,

We are pleased to offer you the position of **Platform Operations Specialist** in the Grade of **M0**, at DXFactor, Bangalore, India ("Company") on the following terms and conditions.

1. Your compensation package is projected to be **Rs. 2, 70,000 per annum** which includes, an amount of **Rs. 10,000 per annum** as performance bonus, which is paid each quarter and is subject to you, your business unit and the Company meeting expected performance targets. A **Joining bonus of Rs. 30,000** paid for the first year only and paid on quarterly basis. Apart from this, you will be entitled to a comprehensive Health Insurance plan that will be paid by the Company. Your salary will be payable in accordance with the Company policy and payroll procedure.
2. You shall be expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will always act bearing in mind the best interests of the Company and will not, at any time, do or say anything which compromises the Company's goals or reputation.
3. Terms and conditions related to working hours; leave etc., as applicable for all Company employees will be provided along with appointment letter.
4. You will report to the Country Head or his nominee at our Bangalore office location.
5. You may terminate your employment with the Company at any time with due notice or in lieu of salary thereof, just as the Company may conclude its employment relationship with you at any time without assigning any reasons with due notice or salary in lieu thereof. The first six months of your employment with the Company will be on probation period, during this time your performance will be evaluated to determine if it meets Company's requirement. The notice period applicable would be 30 days during the period of probation and 60 days on employment confirmation.
6. The terms and conditions laid out are pre-conditional for employment. The offer is valid only after you sign the Proprietary Information and Inventions Agreement at the time of issuing the offer. A copy of the agreements can be made available to you for review.
7. This offer letter is valid for a week from the date given.
8. Following are the details you need to furnish to the Company at the time of your joining:
 - Photocopies of your educational qualifications
 - 3 Passport size photographs & 2 stamp size photographs
 - Relieving letters from previous employer
 - Recent salary statement and last form 16
 - Passport photocopy

Tally Solutions Private Limited

AMR Tech Park IIB, No.23 & 24, Hongsandra, Hosur Main Road, Bengaluru - 560 068
T. +91 (80) 3068 2559 F. +91 (80) 3068 2580
accounts@tallysolutions.com www.tallysolutions.com
CIN: U72200KA1991PTC013483

1MV1555009

Tally

2015 batch

POWER OF SIMPLICITY

Tally Solutions - Offer of Intent

Date: 29/08/2018

Name Deepak Kushwaha

College MVIT

Dear Deepak

We are delighted to extend this offer of employment for the position of Software Engineer (Trainee) with Tally Solutions Pvt Ltd. The total compensation would be ₹600,000/- per annum, subject to your performance, your adherence to Tally employment contractual obligations and other relevant factors.

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deductions and contributions.

In case the offered candidate has not completed the entire course before joining; the offer stands withdrawn with due communication and employment will be terminated without notice.

For Tally Solutions Private Ltd.

Kankana Barua

Kankana Barua
Chief People Officer

1 MV 15 IS 010
2015 batch

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

06-May-2019

GAURAV KUMAR

byrappa complex, room no.4, 1st floor, green building, hunasmaran halli, yelahanka, bangalore-562157
8892979615

Dear **GAURAV**,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

1MV15IS011

2015 batch



TEMENOS

The software specialist for banking and finance

TEMENOS INDIA PVT LTD

1st, 145, Sterling Road,
Nungambakam,
Chennai 600 034 India

T: +91 (0) 44 7133 1590
F: +91 (0) 44 7133 1599

www.temenos.com
CIN: U30006TN1995PTC032883

**Ms. Hiral A Sheth,
41, Shringar Apt, 4th Main,
18th Cross, Malleshwaram,
Bangalore - 560055.**

17th September 2018

Dear Ms.Hiral A Sheth,

Offer of Employment

It gives us immense pleasure in inviting you to join Temenos India (P) Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1. **Position:** Software Engineer
2. **Band** A
3. **Job Family** Technical
4. **Reporting to:** Vice President
5. **Location & Department:** You will be posted any location based on the resource requirement at the time of your joining and allotted to a role in Development / Testing / Support teams, as per the decision of Management. Please note that all such roles enjoy equal premium and diversified career paths. We will communicate Location, role and Department details, after your successful completion of Induction Training.
6. **Salary:** Please refer to the annexure attached with the Offer document for Salary Emoluments.
7. **Date of joining:** 5th July 2019
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HIRAL Sheth 1MUISISO11
(2015-2019) Batch



June 13, 2019

K R Ashish
Flat No. 209, Viswas Paradigm
Major S. Unnikrishnan Road, MS Palya
Bangalore, India 560097

Dear K R:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Software Engineer at Manyata C-2 in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 5,30,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 6,10,134 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by July 8, 2019. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by June 15, 2019, after which date, this offer will expire. If you need more time to consider your options, simply let us know,



Cerner



**K R
ASHISH**

073484

(2015-2019)
Batch
(IMVISI 2020)

1 MV15 IS 013

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

26-Apr-2019

Malvika Bakthavatsalam
#31 varadaraj layout Amruthahali
9886522981

1 MV15 IS 013

Dear Malvika,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
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Version 10.0 (Feb 2019)

1

Candidate's Signature

B. Mall



Hitachi Consulting



Malvika Bakthavatsalam

ID NO : 142814

Blood Group : O+

Issuing Authority

Hitachi Consulting Software Services India Pvt. Limited

Tower VII, Level 3, SEZ Madangalatta City, Madangalatta

Pune - 411013

Tel: 91-20-30182000

HITACHI
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www.hitachiconsulting.com

2015 batch



Manish S <manishshetty97@gmail.com>

Letter of Intent - Manish P Shetty - Ref. No.: 8505626

1 message

careers@wipro.com <careers@wipro.com>

Mon, Dec 10, 2018 at 11:36 AM

To: manishshetty97@gmail.com

Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 10, 2018

Dear Manish P Shetty ,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	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

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for

INVISE 015

2015 batch



Privileged and Confidential

Dear MEGHANA VENKATRAMANA PATGAR

1) We are pleased to offer you the position of Engineer/BI Engineer in Level 4 at Target Corporation India Private Limited ("Target India/ Company"). As agreed, you will join Target India on June/July 2019.

Your projected gross annual compensation, on a Cost to Company Basis (CTC) is Rs. 10,70,000/- based on the following:

a. Your Total Fixed Compensation is Rs. 10,00,000/-

b. For those team members whose basic is less than Rs. 21,000 per month, we wish to bring to your notice that the "Special Allowance" portion of your CTC also includes a statutory bonus as per the requirement of the "Payment of Bonus Act, 1965". The statutory bonus component will reflect as a separate item in your pay slip.

c. Your Short Term Incentive (STI) Plan percent for the current fiscal year is 7% (Rs. 70,000/-). We arrive at it based on a Corporate Performance Score of 100%. However, your actual Short Term Incentive (STI) may be higher or lower than the STI Plan percent based on your personal performance and Target's Corporate Performance Score.

d. STI for the current fiscal year will be pro-rated based on your actual Date of Joining

e. To be eligible to receive the STI payout you must be employed by Target India on the date of payment of the STI. Please note that if you are not employed by Target India on the date of the STI payout in a given fiscal year, you will not be eligible to receive the STI payout for that year.

f. Please note that this offer is subject to receiving satisfactory feedback on reference checks made by Target India on your credentials. This offer shall be valid only if your aggregate percentage of marks is 60% or more at the end of your course

g. In addition to the CTC mentioned above you will be eligible for a one time Sign on payment of Rs. 50,000 (Fifty Thousand only) ("Sign on payment") subject to deduction of taxes at source in compliance with prevailing income tax regulations. The sign on payment shall be paid along with your first month's salary, payable at the end of one month of your continuous employment with Target India. The Sign on Payment will be treated and dealt with in accordance with the terms of the Sign-on bonus repayment agreement attached hereto as Attachment.

2) Your gross compensation will be subject to applicable deduction of taxes at source in compliance with prevailing income tax regulations, and other statutory deductions. The detailed break-up of the compensation offered to you is outlined in Annexure 'A' to this letter. In addition to your compensation, you will be eligible for benefits in accordance with the prevailing Target India benefit policies.

3) Target India's compensation programs are industry competitive and are designed to reward and recognize performance. As a Target India team member, you will receive regular reviews and may receive a base pay increase based on your performance. Please note that as a new hire at Target India, your eligibility for incentives will be pro-rated based on your date of joining the Company. If you have joined Target India on or after October 28, 2019 you will not be eligible for incentives payable at the end of March 2020.

4) You will be initially based at the Target India offices in Bangalore. However, to support our continued growth and/or business needs you may be transferred to the offices of any subsidiary, associate companies or client/partner offices in India or overseas. In such cases, the terms of your employment with Target India may be governed by the terms and conditions applicable to the new location/company. You may be required to work out side of the regular business hours, as informed by your respective manager/managers from time to time and in accordance with applicable laws.

Target Corporation India Private Limited,
CIN: U72900KA2004PTC033455

Registered Office: C2 - Manyata Embassy Business Park, SEZ Unit, Outer ring road, Rachenahalli & Nagwara Village, Bengaluru, Karnataka 560045
Tel: +91 80 4673 4000 Fax: +91 80 4673 4100 website: www.target.com



1 MV 15 ISO 15

Meghana

(2015 - 2019)

IMV15IS016

2015 batch

12/11/2018

Gmail - Letter of Intent - MEHUL JAIN - Ref. No. 8272610



Mehul Jain <jainmehul206@gmail.com>

Letter of Intent - MEHUL JAIN - Ref. No.: 8272610

1 message

careers@wipro.com <careers@wipro.com>
To: jainmehul206@gmail.com

Tue, Dec 4, 2018 at 5:48 PM

Campus - Letter Of Intent

04-Dec-2018

Dear MEHUL JAIN,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	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

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient

Date: 20-Dec-2019

To

Mithun S
BANGALORE

Dear Mithun 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 JUNIOR ENGINEER in the competency Level T4 subject to the following terms and conditions.

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

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

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

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

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

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

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

RECRUITMENT AGREEMENT

CREO

(IMV1515084)

NIRANJAN (2015-2019)

THIS RECRUITMENT AGREEMENT (the "Agreement") is made and executed on this the 2nd day of September, 2019 (the "Effective Date");

BY AND BETWEEN

CREO IT PRIVATE LIMITED, a private limited company having its office at 2nd floor, 868, 3rd cross, 7th main, Hal 2nd stage, Indiranagar, Bangalore - 560008, Karnataka, India (hereinafter referred to as the "Firm" which term shall unless repugnant to the context and meaning thereof be deemed to mean and include its successors-in-interest and permitted assigns) of the **FIRST PART**;

AND

Mr. Niranjan B K, son of Mr. Krishnamurthy B P, currently aged about 22(Twenty two) years and residing at Berukodige, Bintravalli, Koppa, Chikmagalur - 577126(hereinafter referred to as "Recruit", which expression, unless repugnant to the context or meaning thereof, shall mean and include him heirs, representatives and permitted assigns) of the **OTHER PART**.

The Firm and the Recruit shall individually be referred to as 'Party' and collectively as 'Parties'.

IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MUTUAL BENEFITS HEREIN PROVIDED, THE FIRM AND THE RECRUIT AGREE AS FOLLOWS:

1. Term of Probation and Recruitment:

- (a) For a period of 90 (Ninety) days from the Effective Date, the Recruit shall be on probation (which period shall hereinafter be referred to as the "Probation Period"), during which period the Firm requires the recruit to learn and implement new technologies, successfully complete tasks and projects assigned to him and contribute thereby adding value to the company.
- (b) The Recruit's employment will commence following him successful completion of the Probation Period thereafter pursuant to the terms of this Agreement (the above-mentioned period hereinafter referred to as the "Employment Period").

(The Probation Period and the Employment Period are hereinafter collectively referred to as the "Recruitment Period".)

2. Duties and Functions:

- (a) Upon the commencement of the Recruitment Period, the Recruit shall perform the duties assigned to him by the Firm from time to time. The Recruit shall also fulfill such general duties and responsibilities as may be assigned to him from time to time.
- (b) The Recruit shall devote all of his business time, interest, attention and energies to the business of the Firm and shall assume and perform such



Offer: Computer Consultancy
Ref: TCSL/CT20182516331/Bangalore
Date: 26/09/2018

Mr. Nithin N
#41, 1st Floor 6th Cross,
Sriram Apartments,
Bangalore-560097,
Karnataka.
Tel# -

Dear Nithin N,

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 assigned a role in the **Cyber Security Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182516331

1

TATA CONSULTANCY SERVICES

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

1 MV 15 IS 026

18-Mar-2019

Dear Obaid UR Rehman,
B.Tech/B.E., Information Science Engineering
Sir M Visvesvaraya Institute of Technology

Candidate ID – 12997634

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** 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://campus2.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:



1mvis5027

2015 batch

Letter of Offer

31st March 2019

Dear Raghuveer,

Thank you for your time interning with us at Fyle. I would like to extend you an offer for full-time employment at Fyle and feel you would be a great addition to the team.

This is your offer letter, in the following pages, you will find details regarding your salary, equity, and benefits. If you have questions, please feel free to call or email me.

I look forward to welcoming you on board Fyle!

Thanks,

DocuSigned by

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

22883161 72F4427

Sivaramakrishnan Narayanan
(Co-Founder & CTO)

11/15/2019

Ms. Pooja Shanbhag
Bangalore

25th June, 2019

Offer of Appointment

Dear Pooja Shanbhag,

This has reference to the interview you had with us on 24th June 2019, we are pleased to offer you the position of **Trainee Engineer** in our Company subject to following terms and conditions.

1. Your Compensation shall be **Rs.6,00,000/-** (Rupees Six Lakh only) inclusive of all benefits fixed on the basis of a total cost to the company.
2. You shall report for duty on 5th August 2019 at our Registered Office, # 3A, "Essae Vaishnavi Solitaire", 3rd Block, Koramangala, Bangalore - 560034, failing which this offer letter shall be treated as withdrawn.
3. This offer letter is subject to your clearing the final semester and eligibility for a graduation and you are required to produce proof of your credentials at the time of joining.
4. You shall be on an "On-the-job" Training for a period of six months.
5. After successful completion of the above training you shall be on probation for a period of six months. The duration of probation can be extended subject to your performance which is at the discretion of the Management. Your services shall be confirmed in writing to that effect, in the appropriate cadre/position upon satisfactory completion of probation, failing which you will be deemed to be on probation or terminated without assigning any reason.
6. Your services are liable to be transferred to any Department/Group/ Section Line, as well as any Office/Establishment/Division/Branch of the Company, in India or abroad, as well as its sister concerns within the group, on temporary or permanent basis depending upon the Company's priorities of work, at the sole discretion of the Company.
7. You will be required to sign an indemnity bond for a period of 3 years and shall also enter into a non-disclosure agreement subsequent to your joining the Company.
8. Medical Fitness: This appointment and its continuance are subject to your being medically fit for employment. In this connection you shall do the pre - employment medical check up on joining the company.





1MV15IS032

Regd Office: Qwiksilver Solutions Pvt Ltd
No. 111, 1st Floor, Brigade Manee Court,
Industrial layout, Koramangala, 5th Block,
Bangalore-560095 +91 80 6718 4300
info@qwiksilver.com | www.qwiksilver.com
CIN: U72200KA2006PTC040891

Date: 30 April 2019

Prakhar Sahu
Bangalore

Dear Prakhar,

We are happy to inform you that you have been appointed as **Software Engineer** with effect from **1 July 2019**. Please note that this offer of appointment is subject to clearance of reference checks.

Qwiksilver Solutions Private Limited is a professionally managed Software Company with a very high growth rate. We strongly believe in Quality Services and Customer Satisfaction. The main factor for our success in this industry is our dedicated staff. We strive for an employee friendly work atmosphere and hope your association with this company will be enjoyable and fruitful.

We would like to share with you some Company practices and policies, to familiarize you with our organization.

1. Emoluments & Perquisites

Your gross salary will be **Rs. 4,00,000 (Rupees Four Lakh Only)** per annum. The break-up of the salary will be provided as per companies policies and can be changed at the sole discretion of the company.

Your salary is personal and confidential information. You could discuss your salary only with your Manager or Director. Please do not discuss this with anybody else.

2. Working Hours

The official timings are from 9 a.m. to 6 p.m. Monday – Friday. However, you may be required to work over the weekend and late hours depending on specific work requirement or customer requirements.

Being a result-oriented company, we believe in flexible timings. However, we would like you to be available between 10.00 a.m. and 6.00 p.m., as most of the business meetings are scheduled during these hours. Some meetings may be scheduled at very early hours or late nights to accommodate clients.



IMVIS55032

18/05/2019

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

23-Apr-2019

PRASHANT KRISHNA HEGDE

#408, Honyeer, Areangadi, Honnavara

9483553810

Dear PRASHANT,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under.

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

1041515024

2015 batch



TEMENOS

TEMENOS INDIA PVT LTD

Corporate Office
Temenos India Pvt Ltd
Plot No. 12/B, Sector - 12/B,
Bokaro Steel City,
Jharkhand - 827012.

HRD
Temenos India Pvt Ltd

www.temenos.com

Mr. Prashant Kumar,
Qt. No - 2020, Sector - 12/B,
Bokaro Steel City,
Jharkhand - 827012.

17th September 2018

Dear Mr Prashant Kumar,

Offer of Employment

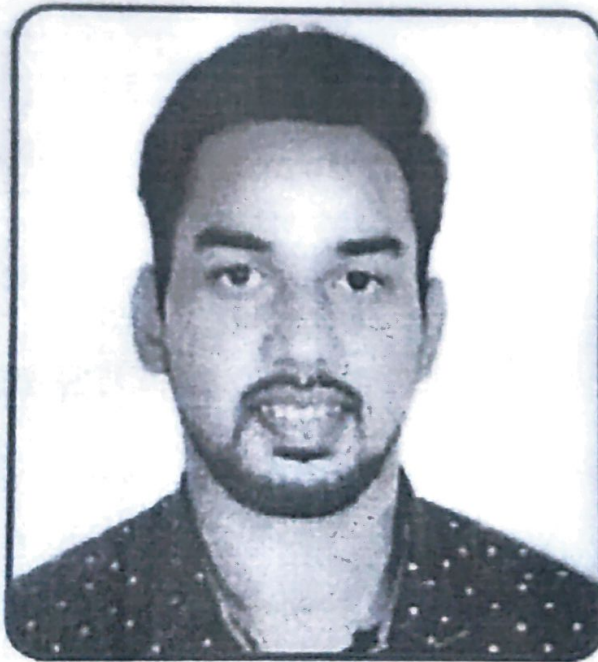
It gives us immense pleasure in inviting you to join Temenos India (P) Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1. **Position:** Software Engineer
2. **Band** A
3. **Job Family** Technical
4. **Reporting to:** Vice President
5. **Location & Department:** You will be posted any location based on the resource requirement at the time of your joining and allotted to a role in Development / Testing / Support teams, as per the decision of Management. Please note that all such roles enjoy equal premium and diversified career paths. We will communicate Location, role and Department details, after your successful completion of Induction Training.
6. **Salary:** Please refer to the annexure attached with the Offer document for Salary Emoluments.
7. **Date of joining:** 5th July 2019
8. **Probation:** There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise. Please note that the offer of employment and end of probation is subject to your successful completion of the stated qualifying degree and submission of supporting documents. All such supporting documents must be submitted to the HR department on or before **31st August 2019**. You will also be required to produce the original degree certificates for verification purposes. In addition to these terms, your performance during the probation period would be reviewed, before a decision is made to confirm your services.



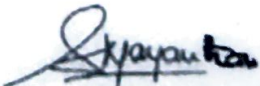
TEMENOS

THE BANKING SOFTWARE COMPANY



PRASHANT KUMAR

19691


Authorised Signatory

TEMENOS INDIA PVT LTD

No.146, Sterling Road, Nungambakkam, Chennai - 34. India T : +91 44 7133 1000

KG 360/No. 232/1, Dr. MGR Salai, Perungudi, Chennai-96. India T : +91 44 7133 3000

IBC Knowledge Park, Block C & D, 4/2, Bannerghatta Road, Near Dairy Circle, Bangalore - 29. India T : +91 80 4137 6000

UEN: 1MVI572034

Name: prashanth kumar

(2015-2019)

1 AUGUST 2019

PRIVATE AND CONFIDENTIAL

Date: 26 Aug 2019

Raghav Jadia**OFFER LETTER**

Dear Raghav,

Subsequent to your meetings with us at Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Graduate Trainee Engineer** and located at **Bangalore**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 550000/-** (Rupees Five Lakh Fifty Thousand Only). Detailed CTC breakup is enclosed with this letter.
- 1.3 Your Gross Annual Compensation will include a performance-linked bonus of **11.11%** subject to achievement of pre-defined targets.
- 1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's code of conduct, policies and procedures and the Appointment Letter.
- 1.5 Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.



Campus - Letter Of Intent

2015 batch

IMVISTIS036

December 10, 2018

Dear Rakshitha H M,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	620

Infosys



RakshithaHM .

1069101

2015 batch
1MV1555037

Date: 27 Dec 2018

Ref ID: JMR HR OI/18-19/12/0046

Name: Rohit Kumar

College: MVIT

Offer of Intent

Congratulations!!

We are pleased to make you this Offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter, which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment on a legally binding contract of employment. The contents of this Offer are strictly between you and JMR Infotech. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

- Passing the Final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 1 year from the date of commencement of training, delivering good performance from day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 23 years of age as on 1st July 2019
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKT's /Backlogs /Arrears

If any information supplied to you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your application, experience or medical history, JMR Infotech reserves the right to revoke this Offer of Intent without any notice.

This Offer is also contingent upon as working together to determine an appropriate start date for your employment. The training is for a period of 6 months comprising class room /on the job training. The tentative commencement of training will be 1st Jul 19 /30th Sep 19 /23rd Dec 19. Exact Date of Joining will be communicated 2 weeks before the actual DOJ.



37

IMV152627

ROHIT KUMAR



Rohit Kumar

Emp ID: 2212

Blood Group: B-ve

Emergency Contact: +91 9931804635

1 MV15IS038

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

01-Apr-2019

Rucha Madke

Manoj Madke, Khubher Enclave, Bhilai, Chhattisgarh

9742704856

Dear Rucha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

28 January 2019

Mr. SaiRathnam PR
Bangalore

Your appointment as Analyst in IT Advisory Services

Dear SaiRathnam,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in Ernst & Young LLP subject to the following terms and conditions. Further, we understand that you have appeared for Final exams in **April/May 2019**. This appointment is subject to you clearing the said exams. In case you are unsuccessful this appointment will automatically lapse.

1. Job Title

You shall be designated as **Analyst** in Band 6.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 4,25,000 per annum (Rupees Four Lakh Twenty Five Thousand Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

3. Date of joining

As agreed, you shall join the services of the Firm on **24 June 2019**.

4. Probation



(2015-2019)

JMV15IS43

SAKET SINHA

11804795

1 MV15IS044

Stratogent

LETTER OF INTENT

16th April 2019

Mr. Sandesh Jain,
S/o Mr. Sudhir Kumar Jain,
#24, Maheshwara Nilaya,
Bharthi Nagar, Hunasamaranahalli,
Bengaluru - 562157
Ph#8808591203

Dear Sandesh,

Sub: Offer of Intent for the position of Trainee System Engineer

With reference to your application and the recent interview you had with us, we are pleased to offer of intent as **Trainee System Engineer**.

Your annual total remuneration (gross salary) of **Rs 396000/=** (Rupees Three Lakh(s) Ninety Six Thousand Only). Also note that taxes will be deducted at source from your gross compensation mentioned above, in compliance with prevailing tax regulations. Your individual remuneration is purely a fact between you and the company, and has been arrived on the basis of your background, your professional merit and the company's prevailing compensation guidelines. You are required to maintain this information and any changes hereafter, as strictly personal and confidential. Compensation will be paid on a monthly basis in accordance with the Company's normal payroll procedures. However, the structure of your remuneration may be altered / changed from time to time in line with the policy and practices of the Company. This offer is subject to successful completion of your graduation without any backlogs as on joining date and based on your being and remaining medically fit as required under Company's policies.

As Stratogent will be incurring considerable expenditure on your training, you will be required to execute an Agreement, to serve Stratogent Technology Services Pvt. Ltd. for a minimum period of 2 years after joining, failing which you (and your surety) will be liable to pay Rs. 1,00,000/- towards training expenditure.



USN: 1M V1521044

Name: Sandesh Jain

**Sandesh
Jain
SRIT-078**



**RAPIDD
TECHNOLOGIES**

IMVISISO45

2015 batch



TEMENOS

TEMENOS INDIA PVT LTD

Date: 30-Aug-18

Name: SHAMIKABANI

College Name: SCA MVIT

Roll Number: IMVISISO45

Invitation for Employment

It gives us immense pleasure in inviting you to join Temenos India (P) Ltd as one of its valuable members. We believe that organisations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organisation's strengths of competence, commitment and customer orientation.

Please note that this invitation is conditional and subject to the following.

1. Your willingness to join us in a role and function as per the decision of management. Please note that all such roles enjoy an equal premium and diversified career paths.
2. You should be meeting all the academic requirements of the degree that you are pursuing and should be able to successfully clear all the qualifying examinations.
3. You will be required to undergo a pre-employment medical checkup and cleared by our company's medical practitioner.

Please find below the compensation details. Please do contact the HR representatives for more details. Please note that the compensation details are confidential in nature, therefore you are hereby requested not to share/divulge such details to anyone without our consent in writing.

Salary Components	INR Per Month	INR Per Annum
Basic	18,333.00	220,000.00
Basket of Allowance	25,500.00	306,000.00
Product Knowledge Incentive	2,000.00	24,000.00
Gross Salary	45,833.00	550,000.00
Other benefits		
Employer's contribution to Provident Fund (12% on Basic) as per law		26,400.00
Contribution to Gratuity as per law		10,577.00
Variable pay as per current scheme		Variable pay will be applicable as per the existing scheme
Superannuation		22,000.00
Insurance Benefit		7,150.00
Total Compensation		616,127.00

* All Salary components are administered based on company policies and the applicable Income Tax rules and regulations.

This letter of invite is provisional in nature and a detailed offer letter will be issued to you shortly. Please sign and return the attached acknowledgement copy of this letter to indicate your agreement to join us

Training Agreement: At the time of joining, you need to sign the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the Company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training / Training Certification and all other costs related to training.

Read & Accepted

Yours Truly

S.P. Jayanthan,
Regional Director



TEMENOS

THE BANKING SOFTWARE COMPANY



SHAMIKARANI

19689

Shamikarani
Authorised Signatory

TEMENOS INDIA PVT LTD

No.146, Sterling Road, Mangambakkam, Chennai - 34, India T : +91 44 7133 1000
RD 3rd No. 232/1, Dr. NGR Road, Perungudi, Chennai-96, India T : +91 44 7133 3000
3C Knowledge Park, 3rd Floor, 4th, Srirangapatna Road, New Town, Orissa, Bhubaneswar - 75, India T : +91 66 4137 6000

DEAR INVESTOR

Name Shamikarani



INVIS046

Beta Building, Sigma Soft Tech Park, Whitefield,
Bangalore 560 066 Tel: +91 80 300 27700, Fax: +91
80 300 27701 info@jmrinfotech.com,
www.jmrinfotech.com

Date: 11 Feb 2019

Ref ID: JMR HR OI/18-19/12/0031

Name: Shubham Kashyap

College: MVIT

Offer of Intent

Congratulations!!

We are pleased to make you this Offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter, which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment on a legally binding contract of employment. The contents of this Offer are strictly between you and JMR Infotech. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

- Passing the Final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 1 year from the date of commencement of training, delivering good performance from day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 23 years of age as on 1st July 2019
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKT's /Backlogs /Arrears

If any information supplied to you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your application, experience or medical history, JMR Infotech reserves the right to revoke this Offer of Intent without any notice.

This Offer is also contingent upon as working together to determine an appropriate start date for your employment. The training is for a period of 6 months comprising class room /on the job training. The tentative commencement of training will be **30th Sep 19**. Exact Date of Joining will be communicated 2 weeks before the actual DOJ.

2015 batch

Tally Solutions Private Limited

AMR Tech Park, B3, No.23 & 24, Hongsandra, Hosur Main Road, Bengaluru - 560 068.

T: +91 (80) 3068 2559, F: +91 (80) 3068 2560

career@tallysolutions.com | www.tallysolutions.com

CIN: U72200KA1991PTC012483

Tally

POWER OF SIMPLICITY

1 MV1515047

Tally Solutions - Offer of IntentDate: 29/08/2018Name Shubham NigamCollege MVITDear Shubham,

We are delighted to extend this offer of employment for the position of Software Engineer (Trainee) with Tally Solutions Pvt Ltd. The total compensation would be ₹600,000/- per annum, subject to your performance, your adherence to Tally employment contractual obligations and other relevant factors.

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deductions and contributions.

In case the offered candidate has not completed the entire course before joining; the offer stands withdrawn with due communication and employment will be terminated without notice.

For Tally Solutions Private Ltd.



Kankana Barua
Chief People Officer



1MVISIS047

(2015-2019)
Batch

Date: 10-Oct-2018

To

Shubham Shreyaskr
BANGALORE

Dear Shubham Shreyaskr,

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:

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

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

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

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

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


Shubham

UCID: INV1522048 ✓

Name: Shubham

Shreyas
or



Shubham Shreyaskr



Mindtree

Welcome to possible

2015 later
1MV1515048



TEMENOS

TEMENOS INDIA PVT LTD

Head Office: 10th Floor, 10th Cross, 10th Main Road,
10th Cross, 10th Main Road, 10th Cross, 10th Main Road,
10th Cross, 10th Main Road, 10th Cross, 10th Main Road,

10th Cross, 10th Main Road, 10th Cross, 10th Main Road,
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10th Cross, 10th Main Road, 10th Cross, 10th Main Road,
10th Cross, 10th Main Road, 10th Cross, 10th Main Road,

Mr. Siddharth Sampath,
F - 003, Shriram Sahaana Apis,
Suryavamshi Layout, Nagenahalli,
Yelahanka, Bangalore - 560064.

17th September 2018

Dear Mr. Siddharth Sampath,

Offer of Employment

It gives us immense pleasure in inviting you to join Temenos India (P) Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1. **Position:** Software Engineer
2. **Band:** A
3. **Job Family:** Technical
4. **Reporting to:** Vice President
5. **Location & Department:** You will be posted any location based on the resource requirement at the time of your joining and allotted to a role in Development / Testing / Support teams, as per the decision of Management. Please note that all such roles enjoy equal premium and diversified career paths. We will communicate Location, role and Department details, after your successful completion of Induction Training.
6. **Salary:** Please refer to the annexure attached with the Offer document for Salary Emoluments.
7. **Date of joining:** 5th July 2019
8. **Probation:** There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise. Please note that the offer of employment and end of probation is subject to your successful completion of the stated qualifying degree and submission of supporting documents. All such supporting documents must be submitted to the HR department on or before 31st August 2019. You will also be required to produce the original degree certificates for verification purposes. In addition to these terms, your performance during the probation period would be reviewed, before a decision is made to confirm your services.



TEMENOS

THE BANKING SOFTWARE COMPANY



INV151047
Siddharth Sampath

SIDDHARTH SAMPATH

19688


Authorised Signatory

TEMENOS INDIA PVT LTD

No.146, Sterling Road, Nungambakkam, Chennai - 34, India T : +91 44 7133 1000
REG 3607 No. 232/1, Dr. MGR Salai, Perungudi, Chennai-96, India T : +91 44 7133 3000
BKC Knowledge Park, Block C & D, 4/1, Bamberghatta Road, Near Dairy Circle, Bangalore - 28, India T : +91 80 4137 0000

100151 Case
2015 Latch

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

19-Apr-2019

Sreejeeth Ramprasad

1002, 12th Block, Heritage Estate, Puttenahalli, Doddaballapur Road, Yelahanka, Bangalore-560064

7204374397

Dear Sreejeeth,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Test Yantra Software Solutions (India) Private Limited

TEST YANTRA**Letter of Intent****Date:** 28th February 2020**Location:** Bangalore**Dear Srihari M S**

We are pleased to inform that you have been selected for Training program with **Test Yantra Software Solution (India) Pvt Ltd** (Here in after referred as 'Test Yantra').

In this regards we are offering you as "Software Engineer - Trainee," the details of the same are in **ANNEXURE A** to this letter.

On Completion of your training program, the final **Employment Offer Letter** shall be release which is subjected to your **Learning, Performance, Evaluation, Performance In Project Interviews** determined by **Test Yantra**.

Also on completion of **80%** of training program, Trainees would be projected to project interviews scheduled by **Test Yantra**.

Trainee shall not have any constraint towards the attending interview and work location.

On selection in the project interview, **Test Yantra** will offer **Employment** to the Trainee as "Software Engineer". In this regards please find the details of the **Employment Offer** are in **ANNEXURE B** to this letter.

Details of Training Program:

- Training location and start date will be communicated during the joining program.
- The Trainee will receive direct and close supervision by the supervisor.
- Trainee has to report to program when expected and need to maintain 100% of attendance.
- Minimum scoring of 75% in all module test and assessment of **Test Yantra** evaluation.

The Trainee specifically agrees to and acknowledges the following:

- Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
- Trainee will obey the policies, rules and regulations of the Company site and comply with the Company's business practices and procedures.
- Under no circumstances will Trainee leave the training program without first conferring with his / her supervisor.
- Transportation / Local Conveyance to the training Centre and Interview is borne by the Trainee.

#50, 2nd Flr, Brigade MLR Centre, Vani Vilas Road, Basavanagudi, Bengaluru - 560004

CIN: U72200KA2007PTC044701

+91-80-4120 4235

www.testyantra.com

contactus@testyantra.com

SOFTWARE SOLUTIONS (INDIA) PVT. LTD.

1001515052



Blood Group: A+

(2015-2019)
Batch

1MV15IS053

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

29-Mar-2019

Subramanya Jagadeesh

**#19, 1st D Main Road, 15th Cross, B K Nagar, Yeshwanthpur, Bangalore-560022
9632693823**

Dear Subramanya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

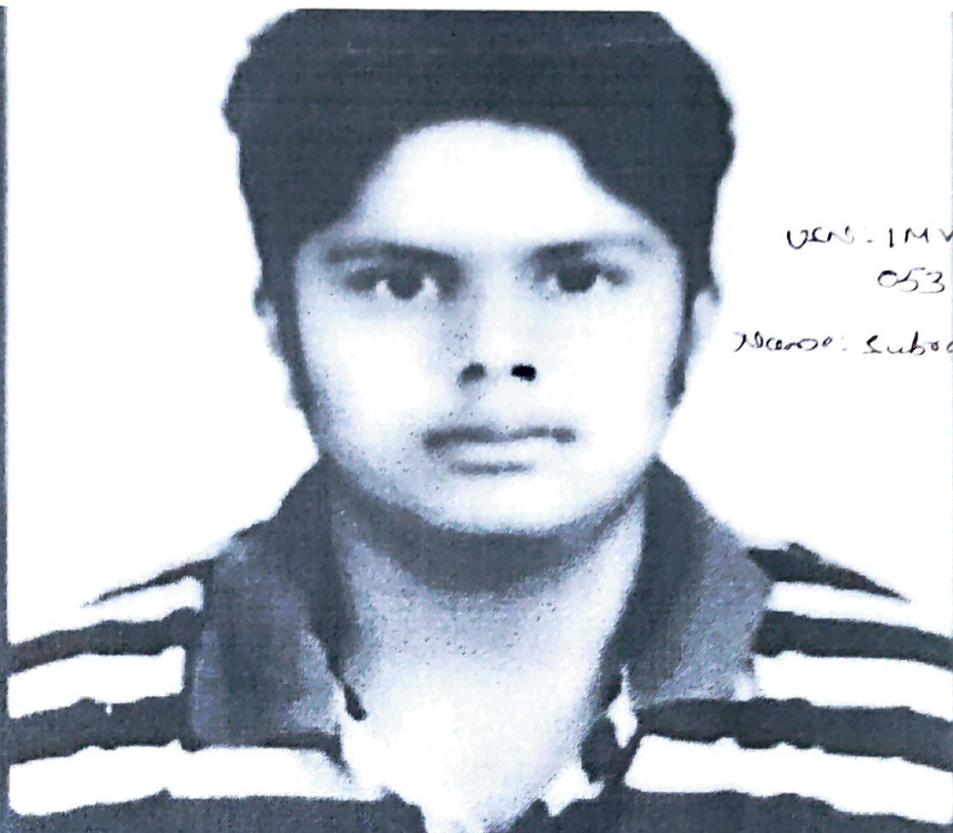
Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

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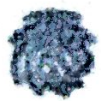
Candidate's Signature _____



GEN: 1 MV 151 5053
053

Name: Subramanya J

Subramanya J



RB0049



www.royalbrothers.com



#560/1, Bhoomi plaza, 4th Cross,
Indira nagar, 2nd stage, CMH road,
Bengaluru, Karnataka 560038

1 MVISISOSS

Date: 11 Feb 2019

Ref ID: JMR HR OI/18-19/12/0064

Name: Sushmitha S K

College: MVIT

Offer of Intent

Congratulations!!

We are pleased to make you this Offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter, which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment on a legally binding contract of employment. The contents of this Offer are strictly between you and JMR Infotech. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

- Passing the Final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 1 year from the date of commencement of training, delivering good performance from day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 23 years of age as on 1st July 2019
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKT's /Backlogs /Arrears

If any information supplied to you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your application, experience or medical history, JMR Infotech reserves the right to revoke this Offer of Intent without any notice.

This Offer is also contingent upon as working together to determine an appropriate start date for your employment. The training is for a period of 6 months comprising class room /on the job training. The tentative commencement of training will be **30th Sep 19**. Exact Date of Joining will be communicated 2 weeks before the actual DOJ.

1MV15IS056

2015 batch



TEMENOS

TEMENOS INDIA PVT LTD

11th Floor, 3rd Main, 3rd Stage, 3rd Stage,
3rd Stage, 4th, 5th, 6th, 7th, 8th, 9th, 10th,
Near Dairy Circle,
Bangalore 560 025
India

T: +91 (0) 80 4111 5120
F: +91 (0) 80 4112 1221

www.temenos.com
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TEMENOS

THE BANKING SOFTWARE COMPANY



SWAROOP R

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Authorised Signatory

TEMENOS INDIA PVT LTD

No. 44, Goolery Road, Nungambakkam, Chennai - 34, India T : +91 44 7133 1000

USE: 1M V152056

Name: SWAROOP R

BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

05-Apr-2019

Vasavi Narasimhaiah

H.No 8/6/19 Nawab Gadda near iqra school Dist-Raichur

8904870725

Dear Vasavi,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:



Re: **Campus Recruitment - Letter of Intent (LOI)**

Dear Venkata Narayana U.

(IMVISISO60) ✓
(2015 - 2019) Batch

Congratulations!

We, EIT Services India Private Limited (DXC Technology) are pleased to inform that you have successfully completed the selection process conducted by DXC Technology India. This letter is to confirm that we intend to offer a **"Associate Professional"** competency level opportunity to you, on the following key terms and conditions:

1. You would be on a probation period of six months from the date of your joining DXC Technology India.
2. Your designation at the time of joining would be **Associate Professional**.
3. Your total annual Cost to Company (CTC) would be amounting to INR 3,60,000/- (Rupees Three Lakhs Sixty Thousand only).

Please note that the above terms and conditions are subject to change at the company's discretion, without any prior intimation. Based on your acceptance of this LOI, an offer letter with detailed terms and conditions will be issued to you.

Your joining is subject to the satisfactory verification of the information/documents furnished by you at the time of interview, in addition to the fulfillment of the eligibility criteria.

Here's wishing you a successful career with DXC Technology. We look forward to welcoming you on board.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Lokendra'.

Lokendra Sethi
VP-Human Resource

Date: 27 Dec 2018

Ref ID: JMR HR OI/18-19/12/0057

Name: Vishal Kumar

College: MVIT

Offer of Intent

Congratulations!!

We are pleased to make you this Offer of intent for the position of **Graduate Engineer Trainee**. Upon your acceptance of this offer and subject to you meeting all the applicable requirements under this Offer, we will share a detailed appointment letter, which will outline the specific employment terms and conditions. Please note this offer is not an offer or offer of employment on a legally binding contract of employment. The contents of this Offer are strictly between you and JMR Infotech. Please treat this Offer and the contents hereof as personal and confidential.

This Offer is valid subject to you:

- Passing the Final semester examination of graduation in the first attempt
- Securing an average of 60% and above across all semesters during graduation
- Being found medically fit by an authorized doctor and authorizing no significant medical history
- Submitting a Service Agreement agreeing to serve the company for a period of 1 year from the date of commencement of training, delivering good performance from day of joining, with no waivers
- Submitting all necessary documents at the time of joining
- Not more than 23 years of age as on 1st July 2019
- At the time of joining, the candidate should meet the above mentioned eligibility criteria with no standing ATKT's /Backlogs /Arrears

If any information supplied to you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your application, experience or medical history, JMR Infotech reserves the right to revoke this Offer of Intent without any notice.

This Offer is also contingent upon as working together to determine an appropriate start date for your employment. The training is for a period of 6 months comprising class room /on the job training. The tentative commencement of training will be **1st Jul 19 /30th Sep 19 /23rd Dec 19**. Exact Date of Joining will be communicated 2 weeks before the actual DOJ.

NOD#GL/01/156/2019

28th January 2019Yash Kumar
Bangalore

Dear Yash

Subject: Offer of Employment with GlobalLogic India Ltd.**Congratulations** on your selection at GlobalLogic!

We are delighted to offer you the position of **Trainee Software Engineer, Band X, TE00** at GlobalLogic India Limited (hereinafter "**GlobalLogic**" or "**Company**"). You will be based in and work from **Noida** however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be **7th October 2019**. Your detailed salary structure is attached as per Annexure

Some of the important terms and conditions of your employment are as follows:

1. You will be on training for a period of 6 months and may be confirmed as a regular employee upon successful completion of your training period. Your confirmation will be based on your positive contribution to the Company's objectives. The period of training can be extended on the sole discretion of Company, based on your performance. Your employment with the Company is subject to your meeting the qualifying criteria during and at the end of training.
2. During this training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated. Appointment Letter will be issued based on successful completion of training period. On confirmation as a regular employee, you will be governed by the company's terms and conditions of employment.
3. On successful completion of your training period, company reserves the right to align you with appropriate job family or technology based on business/organization needs.
4. You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.
5. You will bear income tax, if any, which will be deducted from your salary.
6. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
7. Our offer to you as Trainee Software Engineer is subject to your successfully completing the degree course and producing all mark sheets at least till the penultimate semester on the day that you join GlobalLogic. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at our discretion.

Confidential/Ver 1.0

GlobalLogic

UEN : 1MV15IL063

Name : Yash Kumar



YASH KUMAR

Emp Code : 323639

1 MV1555064

2015 bdd



June 13, 2019

Ritika Pandey

Dear Ritika,

Welcome to Micro Focus Software India Private Limited.

You will find enclosed details of our employment offer to you. We hope that your interaction so far with us has been pleasant and that you will find our overall value proposition compelling.

Shreyas Rao will be your Primary Contact to help make the transition from your present organization to Micro Focus India smoother. Shreyas Rao will get in touch with you soon and will endeavor to provide you more information about Micro Focus India and its activities. Shreyas Rao can also provide more information on the role that you will be expected to take up when you join us.

Please do not hesitate to reach us to seek any clarifications with regard to this offer of appointment. You may get in touch with Rajina Sathi Raj in this regard.

We believe Micro Focus's success directly depends on the quality of its people. We endeavor to provide all employees with a stimulating, rewarding environment in which they can maximize their potential.

We look forward to your joining the Micro Focus India family soon.

Best regards,

A handwritten signature in black ink, appearing to read "Manoj E G".

Manoj E G
Head - Human Resources

Micro Focus Software India Private Limited (Formerly Novel Software Development (India) Pvt. Ltd.)

Micro Focus

Regd Office : 'LAUREL', Block 'D', 65/2, Bagmane Tech Park, CV Raman Nagar,
Byresandra Post, Bangalore - 560 093. Email : company.secretary@microfocus.com
CIN: U72200KA1994FTC015600

Tel: +91 80 4002 2300
Fax: +91 80 4002 2333

microfocus.com

Nayan Agarwal.

June 13, 2019

Dear Nayan,

This has reference to our offer of employment dated June 13, 2019

Subject to the terms of your offer, you are eligible, at company sole and complete discretion, to receive a Graduate Hiring Bonus of INR 400,000. in 3 installments along with your salary. The details of payout are given below.

- INR 200,000 on joining along with the first month's salary
- INR 100,000 at the end of 1st year service based on performance
- INR 100,000 at the end of 2nd year service based on performance

The payment will be deposited after appropriate taxes have been deducted as per the relevant policies of the local government.

In case the employee leaves the organization before the completion of one year post the third payout, the total amounts paid till such time from the date of joining will be fully recovered from the employee. The company shall also be entitled to take this Bonus into account for reconciling any amounts due to you from the company upon separation/termination as aforesaid. Any such deduction from amounts owing to you by the company upon separation/termination as aforesaid shall not affect the company's rights in law or equity in respect of the amounts of uncovered Bonus, if any.

We hope that your association with the company will be satisfying and mutually beneficial. Please sign and return the original of this letter as a token of your acceptance and understanding of the above terms. Both of us accept and understand that this letter records the complete terms regarding the subject matter hereof.

Best regards,



Manoj E G
Head – Human Resources

I unconditionally accept all the above terms and conditions.

Name

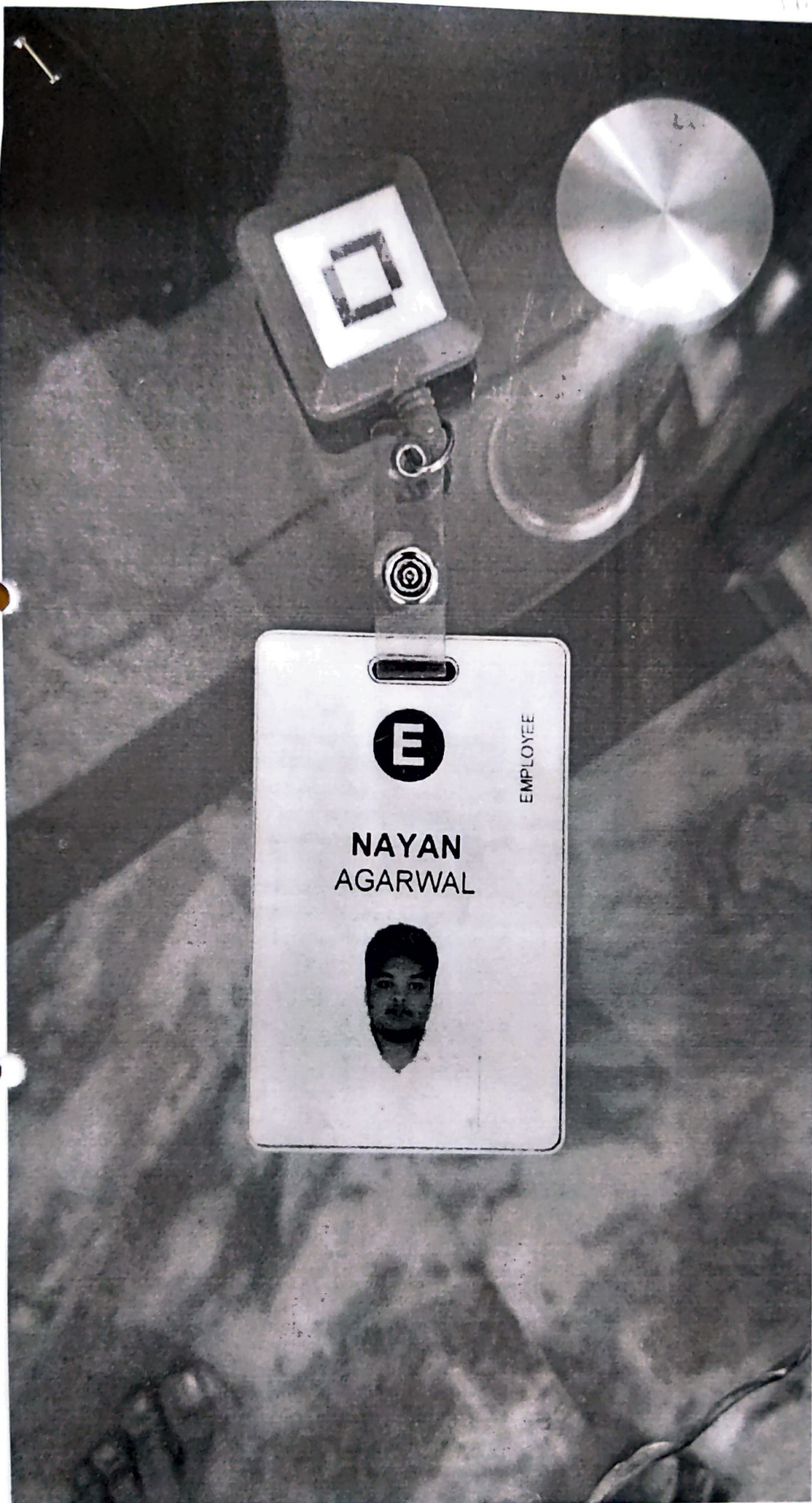
Micro Focus Software India Private Limited (Formerly Novell Software Development (India) Pvt. Ltd.)

Micro Focus
Regd Office : LAUREL, Block 'D', 65/2, Dagmaha Tech Park, CV Raman Nagar,
Byresandrapet, Bangalore - 560 093. Email: company.secretary@microfocus.com
CIN: U72200KA1954FTC015606

Tel: +91 80 4002 2300
Fax: +91 80 4002 3333

microfocus.com

Vishal Singh



(2015-2019)
Batch

Tally Solutions Private Limited

AMR Tech Park IIB, No.23 & 24, Hongsandra, Hosur Main Road, Bengaluru - 560 068.
T. +91 (80) 3068 2559, F. +91 (80) 3068 2560
accounts@tallysolutions.com www.tallysolutions.com
CIN: U72200KA1991PTC012483

2015 batch
Tally POWER OF SIMPLICITY

IMVISISBB

Tally Solutions - Offer of Intent

Date: 29/08/2018

Name Shubham Singh

College MVIT

Dear Shubham,

We are delighted to extend this offer of employment for the position of Software Engineer (Trainee) with Tally Solutions Pvt Ltd. The total compensation would be ₹600,000/- per annum, subject to your performance, your adherence to Tally employment contractual obligations and other relevant factors.

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deductions and contributions.

In case the offered candidate has not completed the entire course before joining; the offer stands withdrawn with due communication and employment will be terminated without notice.

For Tally Solutions Private Ltd.

Kankana Barua

Kankana Barua
Chief People Officer

Private & Confidential

Date : 23/06/2019

MEGHA S PATIL

#191 2ND MAIN 10TH CROSS MARUTHINAGAR

YELAHANKA, KARNATAKA -560064

APPOINTMENT LETTER

Dear MEGHA S PATIL,

Subsequent to the meetings between Concentrix Services India Private Limited (hereinafter, "Concentrix"/"Company") and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Career Level 12. This would be your Social Job Title and your Global Internal Job Title, would be Advisor : Chat, CRM. Any change in your Social Job Title / Global Internal Job Title will be at the discretion of the Company, depending upon the work assigned to you. Global internal job title must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Global internal job title for social purposes as well.

1.2 Your initial place of work shall be Bangalore.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 27/06/2019 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 26/06/2019 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at suhas.g@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her



CNX/REC/ART/AGHR/AFTE/5 0

Concentrix Services India Private Limited

(Formerly known as Manas Pvt. Ltd.)

Registered Address: 3rd Floor, Millennium Towers, ITPL Road, Brookefield, Bengaluru - 560 087, Karnataka, India
91 80 4100 0000 • 91 80 4117 0000 (fax)

CIN: U00000KA1905PTC052030

info@concentrix.com • www.concentrix.com

1MV16IS406 Megha S Patil


CONCENTRIX™



Megha

MEGHA S PATIL



Recibo

12th Sept 2019

Mrs NANIAMMA C G
#16, Chandrappa Building,
Opposite to SBI Bank,
Ananthapura, SN Halli post,
Yelahanka 560064
Phone No. 9632493686

(905-201)

Dear NANIAMMA C G,

This letter confirms our offer of employment with Recibo Technologies Private Ltd ("The Company") as **Product Specialist** on the following terms & conditions.

1. Effective date 12th Sept 2019

2. Salary

Your pay will be Rs 10,000 per month. In addition to salary you will be entitled to claim travel expenses as per company policy.

3. Probation:

Your appointment is initially on probation for 3 months from the date of joining. The period of probation may extend beyond 3 months at the discretion of Management. During the period of probation, your services can be terminated by the company at any time without any notice and without assigning any reason whatsoever or any compensation in lieu thereof. You shall not be deemed to have become permanent unless you are confirmed in writing.

4. Termination

Your services with the company can be terminated by either side, without assigning any reason, by giving one month notice in writing. Your services can also be terminated forthwith on account of gross dereliction of duty or for violation of company's Code of conduct, at the sole discretion of the company, without any notice pay. In case you resign from the services, the company, at its own discretion may accept your resignation anytime during the period of Notice by paying you salary for unserved period of Notice. Upon resignation, it will be mandatory for you to serve at least one month of the applicable notice. Thereafter, at the discretion of the supervisor and respective location HR head, you may be allowed to leave earlier. Upon such early release, notice pay for any unserved period of notice will be deductible from your full and final settlement.

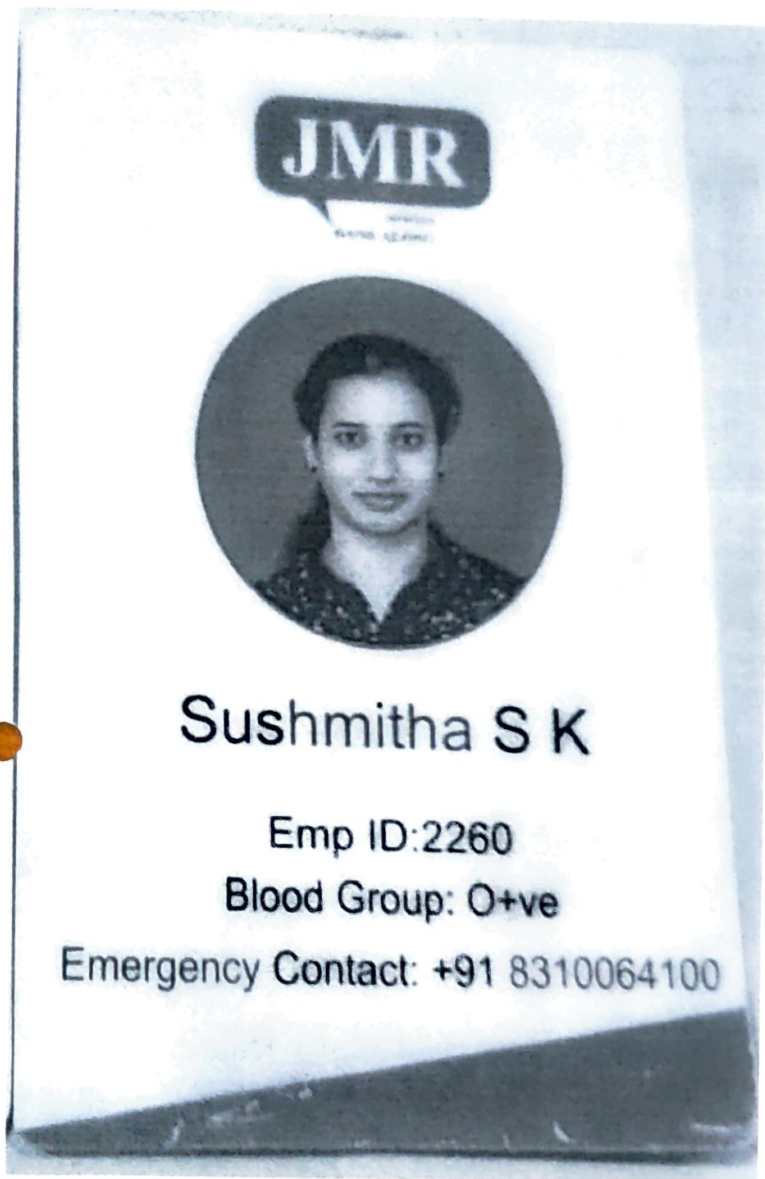
5. Re-location

During the course of your employment with the company, your services are liable to be transferred, seconded or deputed to any of the Divisions, branches or Companies belonging to, or affiliated to, or associated with the company either existing as of date or which may come up in future from time to time. Such transfer or deputation may be within India.



2015 - 2019

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1 MV 16 [5411]

APPOINTMENT LETTER

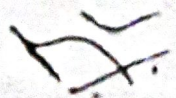
September 16, 2019

Mr. Yash Kumar Rao Algarasetti
H.No 1-202/3
Bhavani Nagar
Malakajiri, K.V. Rangareddy
Hyderabad
Telangana

Dear Yash Kumar Rao,

TERMS & CONDITIONS RELATED TO YOUR APPOINTMENT

1. **APPOINTMENT:** The terms governing the Appointment will be effective from the date of joining i.e. September 16, 2019.
2. **DESIGNATION, PLACE OF POSTING & EMP - ID:** You are designated as Trainee Engineer-Plant Design and Automation, placed at our Hyderabad office bearing EMP- ID 6815
3. **COMPENSATION:** You will be paid monthly emoluments as per the attached sheet. You will appreciate that information relating to your remuneration package is strictly confidential and shall not be disclosed to other members of the staff of the company or to any other person. You should maintain strict confidentiality. Please note that the management reserves the right to restructure or change your compensation at any time at its sole discretion based on operational cost of the company.
4. **SALARY REVISION:** Your remuneration will be subject to annual review, or at such times as may be considered by the company. Your increments/promotion and demotions will depend at the sole discretion of the management depending upon your efficiency, intelligence, regular attendance, sense of discipline, loyalty and good behavior and also subject to the performance of the organization.
5. **PROBATION PERIOD:** You will be on probation for six months from the date of your joining, but if the management is not satisfied with your work and conduct or any other reason, your services shall be liable to termination without notice at any time during the probation period. This period of probation can be extended for any period not exceeding six months as the management may deem fit. However the probation period will continue till you are considered for regular employment in writing.



IMVISM6004



ABHINAV KRISHNA

801062

Cognizant

IMVISM6004

ascendas



ASCENDAS
SEZ ITPB AREA



Mu Sigma
DO THE MATH



Aditya Kumar Singh

Employee No : 12768

Blood Group : O+ve



SHOT ON POCO X3

7003W51M1



Mu Sigma

Mu Sigma - Offer of Intent

Date: 25th August 2018

College: Sir MUIT Bangalore

Dear Aditya Kumar Singh

We, Mu Sigma Business Solutions Pvt. Ltd. are pleased to inform you of our intent to extend you an offer of employment for the post of **Trainee Decision Scientist**. Subject to the company's performance, your performance, your adherence to Mu Sigma employment contractual obligations and other relevant factors, your total compensation with Mu Sigma at the end of three jumps could be ₹2,100,000/- (inclusive of variable pay).

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deduction and contributions.

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire course i.e. has been unable to clear / pass every subject of the course successfully before joining.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd

Mu Sigma Business Solutions Private Limited
Registered Office: Aviator Building, Level 14, Ascendas - ITPL, CEZ

Tel: +91 80 2114 4000

MV15ME009

SpOvum® Technologies Private Limited

Office: #19, 20th Main Road, Padmanabha Nagar, Bangalore 70
Facility: #201, 2nd Floor, Surya Prerna Building, No.15, Plot No.1&2,
1st Cross, Manjunatha Nagar, Kanakapura Main Road, Bangalore-62
contact@spovum.com
080 43717884 / 080 26720906
www.spovum.com

CIN No. : U74999KA2016PTC094693

PAN No. : AAXCS2831D

TAN No. : BLR557017C

GSTIN : 29AAXCS2831D1Z0

Better Outcomes through Superior Technology

23 Jan 2020
Bangalore

Aditya Sreekumar

To
Mr Aditya Sreekumar
F4, Phase 5,
Lake View Apartments,
Chikkabanavara,
Bengaluru, Karnataka, India - 560090

Dear Mr Aditya,

LETTER OF OFFER

Concerning the discussions, we have held with you, we are pleased to offer you the position of "Hardware Engineer (Mechanical)". Your gross salary will be ₹ 10,00,000 per annum with ₹ 1,00,000 per annum bonus, and an insurance premium of ₹ 10,00,000 per annum. Also, there will be performance-linked incentives.

On your date of joining, you are required to produce the following documents to the HRD for verification and records:

1. Relieving Order from the previous employer (if applicable)
2. Salary Slip of last drawn Salary (if applicable)
3. Attested copy of Testimonials (X Certificate for Age Proof, XII and educational certificates)
4. Certificates of previous training programs/conferences/seminars attended.
5. ID Proof where a copy of Passport if available or the Voter ID card may be submitted.
6. Four Passport size photographs.

While welcoming you to our organization, we wish you a long and fruitful career ahead.

For SpOvum Technologies Private Limited,

Santosh Bhargav D B

Dr Santosh Bhargav D B

Director and CTO



* IISc *
Aerospace Dept
PROJECT ASSISTANT - II

Debiprosad Roy Mahapatra (roymahapatra@iisc.ac.in)

Jun 9, 2019, 10:54 AM (5 days ago)

to me

Dear Aditya

You can join our group from 1st July for Project Assistant position to work in the area of Multiscale Finite Element Modeling. You need to submit copies of your degree certificates and marks cards while joining. You can treat this e-mail as official communication regarding the offer of the position.

Best wishes

Dr. D. Roy Mahapatra
DRDO Chair Professor
Department of Aerospace Engineering
Indian Institute of Science, Bangalore 560012, INDIA
Ph: +91 80 22932419 | +91 80 22930131 (Sec.) | Fax: +91 80 23600134

...

ADITYA SREEKUMAR
1MVISMFC-009
2015-19

1MV15ME009
2015-2019

adityasreekumar4@
gmail.com
89891 32012

Date: March 11, 2019

Ref: LTI/HR/Campus/2019

Name: Aditya Sreekumar

College: Sir M. Visvesvaraya Institute of Technology, Bangalore

OFFER OF EMPLOYMENT

Dear Aditya Sreekumar,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,50,000/-** as per the details mentioned in '**Annexure-1**'.

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

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

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

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. **Increments and Promotions**

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

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the details of which will be intimated to you.

Stratigent

Mission-critical Hosting & Operations

8/1/2019

Mr. Ajay Soni,
S/o Mr. S/o Mr. Jagdish Soni,
Flat No. T-2, Block-2, Vinayaka
Apartment, Hunasamaranahalli,
Bangalore - 562157
Ph# 8108760929

Dear Ajay,

SUB: Letter of Appointment as Trainee System Engineer

We are pleased to appoint you as **Trainee System Engineer** at Grade T1-A in our organization on the following terms and conditions:

1. **Date of Joining:**

Your appointment shall be effective from the date on which you join the service. At the time of joining duty, you are required to carry the original testimonials and certificates (as per the list specified in the Offer Letter) for verification and submit copies of the same.

2. **Training Period:**

You are initially appointed on probation. The period of probation shall be for **ONE Year** from the date of you reporting to duty. The company reserves the right to extend the probationary period, at its sole discretion if your work and progress are not found satisfactory. The company at its discretion may confirm your service at any time during the course of or at the end of the probationary period initially fixed or subsequently extended. You will, however, continue to be on probation until your services are confirmed in writing. During the probationary period, your services are liable to be terminated by either party, without assigning any reason with 30 days notice or payment for 30 days basic salary in lieu of notice subject to approval of your resignation.

3. **Salary:**

You will be paid total CTC of Rs **396000/=** (Rupees Three Lakh(s) Ninety Six Thousand Only). Also, note that tax will be deducted at source from your gross compensation above in compliance with prevailing tax regulations as mandated by law, without any written intimation. The amount shown in the package is the maximum CTC. This may be subject to modifications depending upon the company's additional obligations due to any new statute or amendment to any existing statute.

4. **Medical Fitness:**

Your appointment and continuation in employment with the company will be subject to your remaining medically fit. You are required to submit

Stratogent

LETTER OF INTENT

16th April 2019

**Mr. Ajay Soni,
S/o Mr. Jagdish Soni,
Flat No. T-2, Block-2, Vinayaka
Apartment, Hunasamaranahalli,
Bangalore - 562157
Ph# 8108760929**

Dear Ajay,

Sub: Offer of Intent for the position of Trainee System Engineer

With reference to your application and the recent interview you had with us, we are pleased to offer of intent as **Trainee System Engineer**.

Your annual total remuneration (gross salary) of **Rs 396000/=** (Rupees Three Lakh(s) Ninety Six Thousand Only). Also note that taxes will be deducted at source from your gross compensation mentioned above, in compliance with prevailing tax regulations. Your individual remuneration is purely a fact between you and the company, and has been arrived on the basis of your background, your professional merit and the company's prevailing compensation guidelines. You are required to maintain this information and any changes hereafter, as strictly personal and confidential. Compensation will be paid on a monthly basis in accordance with the Company's normal payroll procedures. However, the structure of your remuneration may be altered / changed from time to time in line with the policy and practices of the Company. This offer is subject to successful completion of your graduation without any backlogs as on joining date and based on your being and remaining medically fit as required under Company's policies.

As Stratogent will be incurring considerable expenditure on your training, you will be required to execute an Agreement, to serve Stratogent Technology Services Pvt. Ltd. for a minimum period of 2 years after joining, failing which you (and your surety) will be liable to pay Rs. 1,00,000/- towards training expenditure.

Stratogent

IMVISMEO10
2015 - 2019

ajay2015soni@gmail.com
81087 60929

LETTER OF INTENT

16th April 2019

**Mr. Ajay Soni,
S/o Mr. Jagdish Soni,
Flat No. T-2, Block-2, Vinayaka
Apartment, Hunasamaranahalli,
Bangalore - 562157
Ph# 8108760929**

Dear Ajay,

Sub: Offer of Intent for the position of Trainee System Engineer

With reference to your application and the recent interview you had with us, we are pleased to offer of intent as **Trainee System Engineer**.

Your annual total remuneration (gross salary) of **Rs 396000/=** (Rupees Three Lakh(s) Ninety Six Thousand Only). Also note that taxes will be deducted at source from your gross compensation mentioned above, in compliance with prevailing tax regulations. Your individual remuneration is purely a fact between you and the company, and has been arrived on the basis of your background, your professional merit and the company's prevailing compensation guidelines. You are required to maintain this information and any changes hereafter, as strictly personal and confidential. Compensation will be paid on a monthly basis in accordance with the Company's normal payroll procedures. However, the structure of your remuneration may be altered / changed from time to time in line with the policy and practices of the Company. This offer is subject to successful completion of your graduation without any backlogs as on joining date and based on your being and remaining medically fit as required under Company's policies.

As Stratogent will be incurring considerable expenditure on your training, you will be required to execute an Agreement, to serve Stratogent Technology Services Pvt. Ltd. for a minimum period of 2 years after joining, failing which you (and your surety) will be liable to pay Rs. 1,00,000/- towards training expenditure.



AMAN KUMAR

INV15ME012

Offer: Computer Consultancy
Ref: TCSL/CT20182513405/Bangalore
Date: 26/09/2018

Mr. Aman Kumar
5 Hosahalli Road,
Hunasamaranahalli,
Bangalore-562157,
Karnataka.
Tel# -

Dear Aman Kumar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process 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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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 positive background check.

Response

TEXTRON

IMVISMEOIS

Textron India Private Limited
Floor 1 & 2, Block B (Tower 2)
SEZ Campus, Global Village, RVCE Post
Mylasandra, Off Mysore Road
Bangalore - 560 059, India

CIN : U72900KA2004PTC033677
Tel : +91 80 7140 9000
Fax : +91 80 7140 9900
www.textron.in

Date: July 29, 2021

Mr . ANIL KUMAR D M
S/o Manjunatha N
NO.218, AECS LAYOUT, 1ST STAGE, 2ND MAIN, 4TH CROSS,
GEDDALAHALLI, SANJAYNAGAR
BANGALORE, Karnataka India

Dear ANIL KUMAR D M,

Subject: Offer Of Employment

This refers to your interest shown in pursuing career opportunity with Textron India Private Limited ("Textron / the Company") and the subsequent discussions; we are delighted to confirm our employment offer to you. This offer, your joining and continuation of employment with the organization is conditional upon (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you; (ii) the acceptance of the terms and conditions of your employment as set forth below in this offer of employment ("Offer of employment"); (iii) the acceptance of terms & conditions, as mentioned under the Employee Intellectual Property Protection Agreement, Textron Business Conduct Guidelines and Non Disclosure Agreement; (iv) submission of relieving letter from current employer; and (v) submission of Provisional Degree Certificate (PDC), Marksheet of all semesters and Convocation certificate. The Company retains the right to withdraw this Offer at any time before you actually join employment with Textron on the Date of Joining, as indicated below.

This Offer is being issued in electronic format by the Company. You are requested to sign and send back a copy of this Offer within the timeline mentioned below. You will be required to sign physical formats of the Employment Agreement and all other employment-related documents on the Date of Joining.

The broad terms & conditions of this Offer of employment are mentioned below:

Business Unit	:Textron Aviation
Title	:Engineer I
Nature of Work	: Providing engineering support for metallic and non-metallic materials related topics for aircraft parts and assemblies
Location of Work	: Bangalore
Annual Compensation (CTC)	:Rs 547,000 (Rupees Five lakhs forty seven thousand Only)
Date of Joining	:As mutually agreed, your date of joining will be on or before 1st September 2021
Date of Birth	:Your Date Of Birth as per our official record is 2nd September 1998
Country of Citizenship	:India
Reporting Manager	:Your reporting manager will be Chintamani Ketkar . This is subject to change from time to time.
Offer Validity	:This offer is valid up to 3 business days from the date of receipt of the same.
Employee ID	:You will be issued your Employee ID upon joining the organization.

<https://textron.taleo.net/careersection/careersection/processes/taskList.jsf>

1MVI5ME030

Darshan U Buchade

TEXPORT OVERSEAS PVT LTD

HEAD OFFICE: 10th Floor, 10th Cross, 10th Main Road, Bangalore 560015

Date: 25/05/2019

Mr. DARSHAN, U.B
Bangalore.

With reference to your application and subsequent interviews, we are pleased to confirm our offer for the position of **TRAINER-PRODUCTION ENGINEER** with Texport Overseas Private Limited. As mutually agreed, you will join on or before 10th June 2019.

You are requested to submit the following document at the time of joining.

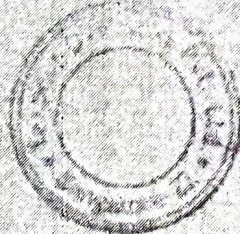
- 1) Attested copy of all education certificates.
- 2) Attested Copy of relieving letter from your previous employers.
- 3) Experience Certificate.

The remuneration as discussed and mutually agreed would be communicated with the detailed breakup together with a formal letter of appointment once you report for duty as indicated above.

Kindly confirm your acceptance and date of joining.

For TEXPORT OVERSEAS PVT. LTD

MAHADEVE GOWDA
GM, HR & COMPLIANCE





Bangalore Aircraft Industries Pvt. Ltd.

1MV15ME032

09th September 2019

Letter of Appointment

To,

Srinivas Prabhu Gadiraju,
#01 Vishnu Priya Block, 4th Cross,
Near Subramanya Temple,
Bhuvaneshwari Nagar, Bangalore – 560024

Dear Mr. Srinivas Prabhu Gadiraju,

We are pleased to offer you an appointment in our organization as an Assistant Structural Engineer.

Your employment with us will be governed by the Terms & Conditions and benefits as detailed in Annexure-A.

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.

If you accept the offer with the terms and conditions as mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

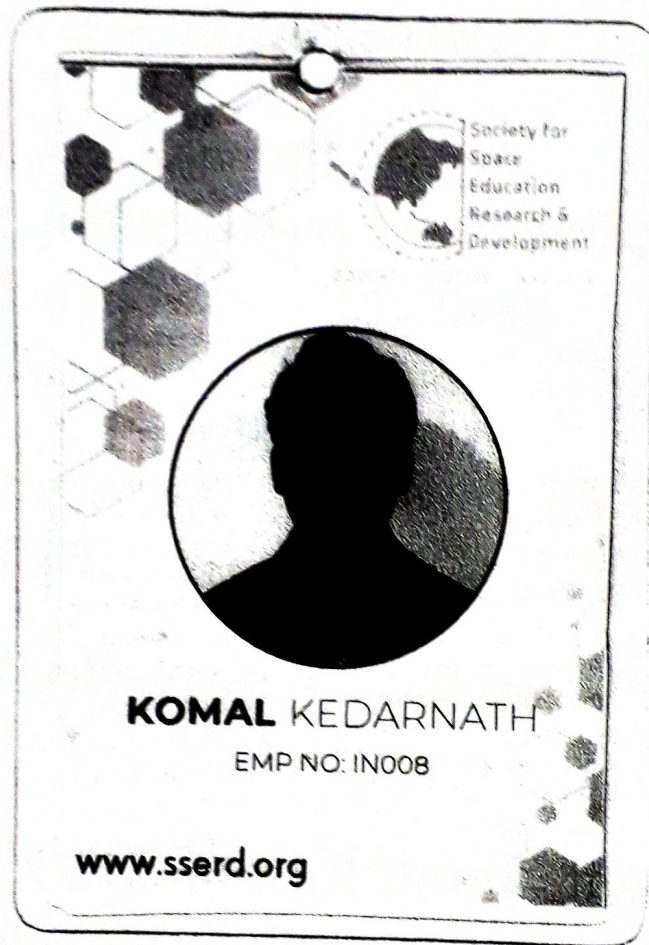
We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

With best wishes,

For BAIL

K E Girish
Director





IMVISME047

sserd

'Design Ex'

Date : 1st July 2019

Name: Keerthan Prabhu

Address: Samrudhi Nest, Near Water Tank, Suggatta,
Hunasemaranhalli, Bengaluru - 562 157

Subject: Appointment for post of Executive-Sales

Dear Keerthan,

We are pleased to offer you, the position of Executive-Sales, with RITIKAA ENTERPRISE PVT. LTD. on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 1st July 2019. You will be under probation for a period of six months.

2. Job title

Your job title will be Executive-Sales, and you will report to the Regional Sales Manager.

3. Salary

Your salary and other benefits will be as set out in Annexure 1, hereto.

4. Place of posting

You will be posted at Bangalore. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 09:30 am to 06:00 pm and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.



Society for
Space

development

EDUCATE INSPIRE INNOVATE



KOMAL KEDARNATH

EMP NO: IN008

www.sserd.org



Society for
Space
Education
Research &
Development

EDUCATE INSPIRE INNOVATE

SOCIETY FOR SPACE EDUCATION RESEARCH, AND DEVELOPMENT

INTERN APPOINTMENT LETTER

30-12-2019

Dear Komal Kedarnath,

It is my pleasure to offer you an employee-in-training appointment as **Junior Engineer intern** at Society for Space Education, Research and Development (SSERD). This appointment will begin on 30th of December 2019. I anticipate the appointment will continue at least through 30th of March 2020, contingent upon your training progress funding availability, Program needs and satisfactory performance. Based on your performance, we would like to hire you in the coming days.

You will be working on the Space Museum, Space Lab and Content designing under the guidance of Nikhitha C, CEO - SSERD.

I look forward to working with you.

Sincerely,

Sreejith Sreedhar

Co-Founder & Chairman, SSERD

+91 7356022339




Society for Space Education, Research and Development (SSERD)

3rd floor, 65/1 C.M. Muniyallappa Complex, Choodasandra, Bengaluru, Karnataka 560011

Tel: +91 73560 22339 | +91 8861963236 | E-mail: info@sserd.org | Website: www.sserd.org

IMVISME053
Madhusudhan Raman
'Design Er'

GEES
GOODWILL ENGINEERING SOLUTIONS & SERVICES



Name: **R. MADHUSUDHAN**

ID No.: **EMP 057**

Engg. Solutions & Services
Authorised Signatory

Contact # 80959 88431
madhusudhanraman1@gmail.com

Issued On : 1-06-2020
Valid Till : 31-12-2021
Date of Birth : 15-05-1997
Blood Group :

GOODWILL ENGINEERING SOLUTIONS & SERVICES
408, 6-B Main, Kalyan Nagar, II Block, Bangalore-560 043.
Ph : 080 25451007



OFFER CUM APPOINTMENT LETTER

Manoj M
No.2, Kanasu Nilaya, Aneppa Layout,, Kalkere, Horamavu post
Bangalore
560043
IND

Dear Manoj,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Transaction Risk Investigator at Bangalore, 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 **28-Oct-2019.**

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,
Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel.: +91 - 80 - 6787 3000, Fax: +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



Private Limited

'The Perfect Package'

SW -20, Apparel Park, Phase II,
KIADB Industrial Area, Doddaballapur,
Bangalore Rural Dist. - 562 163.
Phone : 080 - 43347600
Website : www.wadpack.com
www.wadpackdisplaysolutions.com

November 09, 2018

Mr. Manoj M,
S/o Muniraju
No.2, Aneppa Layout, Kalkere,
Bangalore - 560043

IMV15ME057
2015-2019

Dear Mr. Manoj M,

This has reference to the campus interview you had with us at SIR, MVIT, Bangalore. Subsequent interview with us. We are pleased to give you an Offer of Appointment in our Company as 'Management Trainee' subjected to the terms & conditions discussed with you and we have stipulated during the interview, are being met by you. You have mentioned the date of joining is on or before 01.08.2019. If you fail to report on or before the reporting date this offer stands cancelled.

Please submit the following at the time of joining for our records.

1. Four passport size photographs
2. Copies of Educational certificates
3. Copy of ID proof and address proof
4. Copy of Adhaar card/PAN Card

You will be given an Appointment Order mentioning the terms and conditions at the time of joining. Please sign the copy of this letter as acceptance of our offer and return the same to us.

Thanking you,

Yours faithfully,
For WADPACK PVT LIMITED


OMPRKASH
GENERAL MANAGER - OPERATIONS



MEMBER
ICCN



Empl# 105549473

IMVISMEO58

25 October 2019

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Manoj G

Address: #08 7th cross santhosh nagara attur yelahanka newtown, Bangalore, 560064

This letter is to confirm that **Manoj G** is currently employed at Amazon Development Centre (India) Private Limited.

Manoj G is employed as a **Transaction Risk Investigator** and commenced employment with Amazon on **28 October 2019**.

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 Development Centre (India) Private Limited

Kind Regards,

Arijit Basu

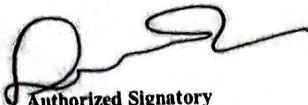
Sr. Manager, HR Operations – HR Services

27 Feb 2020

Name: **Martin Johnson**Place of Deputation : **Ghatampur**TMVISMGE059
Martin Johnson**Letter of Intent****Dear Martin,**

Pursuant to our discussion we had with you, we are pleased to inform you that, you have been selected as **Admin Assistant**. Your services could be deputed at the sole discretion of the Management to any of the site, for a fixed period of employment ("1 Year"). Notwithstanding this, in the event of the project/work/deputation for which you are being employed comes to an end before the aforementioned period, this Contract shall be co-terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.

1. We wish you to join our company **28 Feb 2020**.
2. You shall report to work at as for **GE Power System India Ltd.**
3. Details of your salary break up with components; will be given to you along with the appointment letter, on joining & completion of On Boarding.
4. At the time of joining you are required to carry original & one set of photocopies of the following documents:
 1. Aadhar card for proof of identity, proof date of birth and proof of address.
 2. Educational certificates.
 3. 5 passport sizes colored photographs.
 4. 2 Postcard size colored Family photograph (For those whose salary is less than Rs 21000/- Gross)
 5. Photo ID Proof - one set of photocopy.
 6. Address Proof - one set of Photocopy.
 7. PAN Card, Bank A/C details with proof.
5. This offer is valid only if you report to join by given date with all requisite documents as described above.
6. You will be deputed by the Company to work at the client's office/ premises at any of their locations.
7. Your Fixed CTC Salary would be **Rs 27600** /- P.M and we have your acceptance / Consent to credit the monthly salary to your bank account.
Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us.
With warm regards,
Yours truly,
Adecco India Pvt Ltd.

**Authorized Signatory**

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

IMVISM E 060
2015-2019

16-Mar-2019

Dear Mohd Faraz Ahmed,
B.Tech/B.E., Mechanical Engineering
Sir M Visvesvaraya Institute of Technology

farazahmed1234@gmail.com
91487 01358

Candidate ID – 12997603

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** 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://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



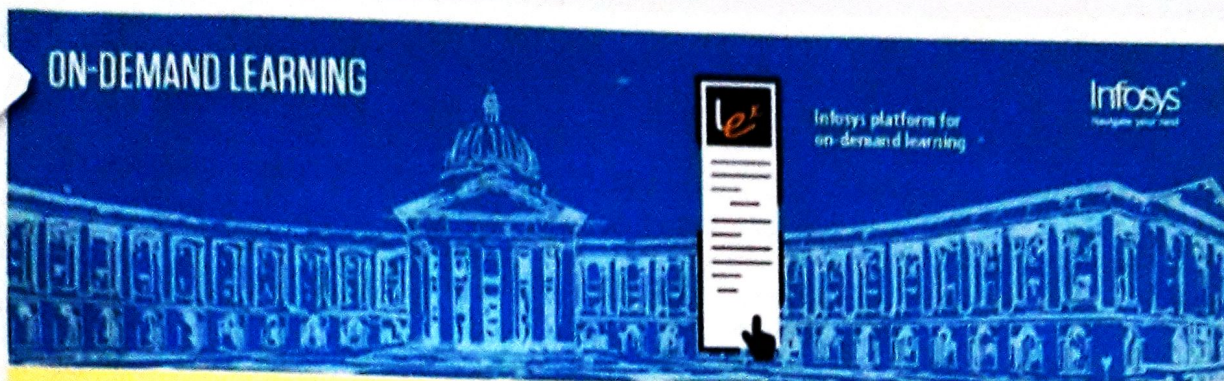
Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



Dear Mrigendra Ranjan ,

IMVISM061
2015-19

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream and Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of Rs. 25,000 along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login [here](#) using the below credentials:

- Login ID: mrigendranjan@gmail.com
- Password: ODpHhdnP

Mrigendranjan G



IMV15ME066
2015-2019

sinhanilesh066@gmail.com
7903 980 998

Offer: Computer Consultancy
Ref: TCSL/CT20182562449/Bangalore
Date: 26/09/2018

Mr. Nilesh
Room No.06Hosahalli Road,
Hdfc Bank ,Hunasamaranahalli,
Bangalore-562157,
Karnataka.
Tel# -

Dear Nilesh,

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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT) Unit**, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182562449

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.tatascsl.com

IMV15ME068
2015-19



Mu Sigma

27-Aug-2018

Mu Sigma - Offer of Intent

College: Sir MVIT Bangalore

Dear NIRMAN CHANDRA,

We, Mu Sigma Business Solutions Pvt. Ltd. are pleased to inform you of our intent to extend you an offer of employment for the post of **Trainee Decision Scientist**. Subject to the company's performance, your performance, your adherence to Mu Sigma employment contractual obligations and other relevant factors, your total compensation with Mu Sigma at the end of three jumps could be **₹2,100,000/-** (inclusive of variable pay).

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deduction and contributions.

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire course i.e. has been unable to clear / pass every subject of the course successfully before joining.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh
Global Head Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

nirman.chandra77
@gmail.com

77606 94834

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas - ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA - INDIA - 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

≡ M Mail

Q tos

IMVISMEO72
2015-19
Premkumar593@
gmail.com

Compose

Inbox 36,936

Starred

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Important

Sent

Drafts 40

Categories

Personal

Travel

More

Re: Appointment Letter - Toshniwal

Toshniwal_HR <sales@toshniwal.net>

to me, Karunan C. Robin

Dear Prem Kumar,

This is in regards to your selection as a Sales & Service En

The date of joining for this post is 3/6/2019 at our Banga

Kindly respond with your status and interest in taking up

Thanks & Regards,

Anuja

Toshniwal Hyvac Pvt.Ltd.,
267 Kilpauk Garden Road,
Chennai 600010.

Ph.No : +91 44 26445626 / 8983.

Email : southern.corporate@gmail.com / sales@toshniwal.net

Website : www.toshniwal.net

9945756208

PREM KUMAR 2015 Batch
IMVISME072

Toshniwal

Toshniwal Hyvac Pvt. Ltd.

Premkumar.R
Chandrashekarapura
Vemagal, Kargal
Kolar,
Karnataka - 563101

257, Kilpauk Garden Road,
Chennai - 600 010. (INDIA)
CIN : U33112TN1984PTC010718
GST : 33AABCT0062D1Z1

Phone : +91 44 26445626 / 26445983
Email : sales@toshniwal.net
Web : www.toshniwal.net

Date : 21.06.2019

Ref. No.:

Dear Mr. Premkumar,

SUB: ORDER OF APPOINTMENT ON PROBATION.

REF: Your Application dated 15.11.2018

In response to your application dated 15.11.2018 and the subsequent interview held on 26.11.2018, we are pleased to appoint you as " **SALES & SERVICE ENGINEER** " and you will be governed by the following terms and conditions:

1. You shall be initially posted at our office at Bangalore situated at Signature Apartment, No.001, 3rd Mani Road, RMV II stage, Bhooopansandra, Bangalore - 560094.
2. You shall join duty on 24.06.2019 and shall report to our Branch Manager - Mr.C. Kannan.
3. You shall be required to perform duties assigned to you from time to time.
4. You shall be on probation for a period of six months from date of your joining.
5. The period of your probation may, at the sole discretion of the management, be extended for a further period of six months from the date of expiry of the initial period of probation.
6. Satisfactory completion of the period of probation will not amount to automatic confirmation of your services. Confirmation of your services, if and when done, will be intimated to you by an order in writing to that effect. If no written order of confirmation is received by you on the expiry of the period of probation, then it shall be deemed that the period of your probation has been extended although no written order to that effect has been issued.
7. Your performance shall be reviewed by the management regularly during the period of probation. If no satisfactory progress is shown by you in your performance, then your services shall be discharged, either during or on the date of expiry of the period of your probation. It shall be the s



1MVLSME074

Ref. No. INCEP/HRD/19-20/0006

Dated: 1st Oct 2019

OFFER LETTER

Dear Mr Purushotham Shenoy,

It is our pleasure to extend the following offer of employment to you on behalf of **IncepBio Private Limited**.

1. You will be designated as **Associate – Validations**.
2. Your posting will be at IncepBio Private Limited, Bangalore.
3. You will be on probation for a period of Six months w.e.f. the date of your joining.
4. Probation may extend based on the performance and the employment might end if the company notices unsatisfactory performance.
5. Your remuneration would be of INR **2,40,984.00 p.a** which is fragmented as mentioned below:

Particulars	Amount Per Month	Amount Per annum
Basic	11,000	1,32,000
House Rent Allowance	4,500	54,000
Conveyance	1,500	18,000
Fixed Medical Allowance	1,000	12,000
Gross Salary	18,000	2,16,000
PF Employer Contribution	1,497	17,964
ESIC Employer Contribution	585	7,020
CTC	20,082	2,40,984

6. PF, ESI, PT, TDS and any other deduction shall be deducted from Gross salary as applicable.
7. During the probation period an amount of Rs 1,000 will be deducted every month. The amount deducted will be credited after completion of probation period.
8. Appointment Letter detailing the Compensation, bonus and other details will be issued to you on the date of joining. Please note that you are required to sign and submit a copy of the same on the date of joining.
9. **Additional Benefits** – Accidental insurance of Rs 10,00,000 will be covered as long as the employee is part of IncepBio.
10. We look forward to meeting you on 9th Oct 2019 at the below address at 9.00 AM.

IncepBio Private Limited

#24, 22nd Main, Marenahalli, J.P. Nagar 2nd Phase, Bengaluru – 560078

Tel : +91 80 26589777 | E-mail : support@inceptbio.com | Web : www.inceptbio.com



1MVISME074

Purushotham Shenoy

Appointment Letter - Toshniwal

2 messages

Toshniwal_HR <sales@toshniwal.net>

Wed 19 Dec, 2018 at 2:57 PM

To: uttamshenoy@gmail.com

Cc: Kannan.C <kannanc@toshniwal.net>, Robin Amalraj <robin@toshniwalindia.com>

Dear Purushotham Shenoy K,

Further to the discussions we had with you, we are pleased to appoint you as " Sales & Service Engineer "at our Bangalore office.

Your Gross salary will be as discussed and the break up for the same will be given at the time of joining.

The formal appointment order will be issued after you joining the duty.
You are requested to report on or before 03.06.2019

Wishing you Success.

Thanks & Regards

B.Sethuraman

V.P.Finance

Toshniwal Hyvac Pvt Ltd.,

267, Kilpauk garden Road

Chennai - 600010

Contact : +91 44 26445626/8983

email: sales@toshniwal.net

Web : www.toshniwal.net

Uttam Shenoy <uttamshenoy@gmail.com>

Wed 19 Dec, 2018 at 4:57 PM

To: Toshniwal_HR <sales@toshniwal.net>

Respected Sir,

It is my great pleasure to receive your letter offering a job with Toshniwal Hyvac Pvt Ltd. Thanks for honoring me with this opportunity.
I am writing this mail to acknowledge your offer.

Looking forward to work at your esteemed company.

Thank You

Yours Sincerely

Purushotham Shenoy K

[Quoted text hidden]

INVISME 077



Date :06th June,2019

Name: Sacheen Bandi

Address: #25, Near Govt. School,
Sugatta, Bengaluru - 562 157.

Dear Sacheen,

Sub: Offer letter

It is our pleasure to extend the following offer of employment to you on behalf of Ritikaawood with effect from the 1st of July 2019. This offer is subject to background verification and submission of the required documents.

Title: Business Development Executive

Reporting Relationship: The position will report to: Regional Sales Manager

Remuneration: Will be Rs. 3,12,000 (Rupees three lakhs and Twelve thousand only) per annum (Annexure I) and subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Incentive Potential: You will be eligible to a monthly variable incentive based on the Key Performance Indicators agreed with your manager. The variable incentive of upto Rs. 3000 per month is included in the above-mentioned remuneration package and is paid quarterly based on target achievement.

Reimbursement of Expenses: The above mentioned remuneration package also includes a reimbursement of local conveyance upto a maximum limit of Rs.2500 pm and mobile reimbursement of Rs.500. Both of these reimbursements will be made on production of supporting bills.

Joining Documents: On joining, you will be required to submit a copy of proof of identity and address and two passport size photographs.

We request you to provide us with a duly acknowledged copy of your acceptance of this offer. This offer is in effect for five business days from the date of the offer.



IMVISMEO79
2015-2019

Danske IT

7th and 8th Floor, 5B Building, Plot B,
RMZ Ecoworld - SEZ Campus, Outer Ring Road,
Devarabeesanahalli, Bangalore - 560 103

June 1, 2019

Mr. Sandesh N S
S/O: Sunil N S, #141, 1st Main Road, Near Sripuram Venkateshwara Temple, Bangalore North,
Seshadripuram Bangalore
Karnataka- 560020

Dear Sandesh N S,

Congratulations! In view of your curriculum vitae, the information and documents submitted by you and our discussions on the subject, we are pleased to offer you the position with Danske IT and Support Services India Private Limited. (Hereinafter referred to as Company).

The broad terms and conditions that will apply once your employment commences are as outlined below.

The detailed terms and conditions will be contained in an employment contract that you will be expected to execute for your employment to commence:

(a) Position:

Your position will be as Associate Software Engineer with the Company with effect from 5th-Aug-2019. In the course of your employment, you will be required to undertake and perform all the acts, functions, and duties as may be assigned to you by the Company based on your knowledge, qualifications and experience.

You will be placed on probation during the first [3] months of your employment and shall only be confirmed subject to your satisfactory performance during this period. The probation period may be extended at the discretion of the Company. Your employment may be terminated during the probation period without notice/ by providing notice of 15 days or payment in lieu thereof. Post confirmation of employment you are required to provide 90days notice in case you decide to terminate the employment contract. The organization can also terminate the employment contract with a notice of 90 days or salary thereof.

(b) Place of Work:

Your place of work shall be RMZ Eco World, Bellandur, Bengaluru. You may be required to relocate to other locations in India or abroad; and/or undertake such travel in and outside India, from time to time, as may be necessary in the interests of the Company's business.

(c) Hours of Work:

Your hours of work will be 40 hours per week based on a 5 day working week. You may be required to work such additional hours as may be necessary for you to perform your duties effectively and you will not be entitled to receive any additional remuneration for work done outside your normal hours of work

(d) Remuneration, Allowance and Other Benefits:

Your annual Cost to Company payable by the Company shall be as per the below components. The Total Cost to the Company shall be structured in accordance with the standard policies of the Company. You will be eligible for an annual discretionary performance based Variable Pay of up to a maximum of [10] % of the Total Cost to the Company

Danske IT and Support Services India Private Limited
Email: HRS_India@danskeit.co.in. CIN: U74900KA2012PTC063260
Telephone: 080-46771000
"Great IT Across Borders"

sandeshns97@gmail.com
9880794652

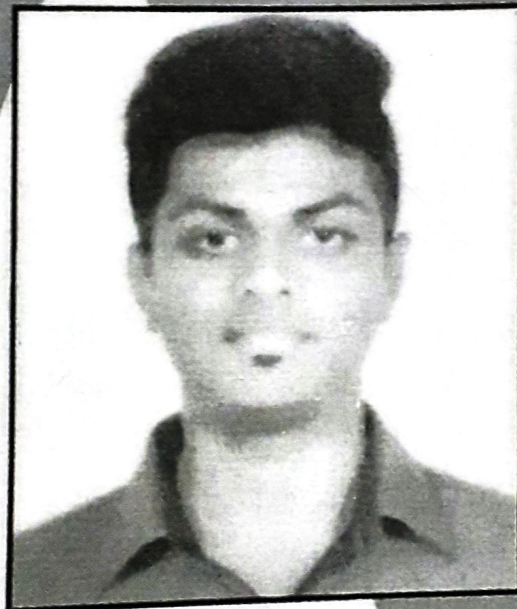
3/5/2020

ATKINS_ID_Card.jpg

1MV15ME080

ATKINS

Member of the SNC-Lavalin Group



Sathwik Nag C V
Staff No: 525690
Blood Group: O+ve

WS Atkins (India) Pvt. Ltd.
Ph: +91 080 45518888

IMVISMEO80
2015-19

sathviknagcv1@
gmail.com

M

Search mail

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Inbox

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Drafts

More

Sathvik

Confirmation Letter

Inbox x

Kolla, Rajesh

to me, Swetha

Hi

Please find the attached confirmation letter.

Please carry the below without fail on **3-Jun** for joining **and report a**

1. Education Document copies (SSLC, Diploma or Any other
2. Aadhar Card Clear Copy.
3. Bank Account proof such as either. Cancelled Cheque Lea
4. Photograph 1

Address to report on Joining date

W S Atkins,

10th floor, South Tower, Safina Towers,

Ali Askar Road,

Bangalore, PIN – 560052.

974363 2440

IMVISM 082
2015-2019



Mu Sigma

27-Aug-2018

Mu Sigma - Offer of Intent

setume082@gmail.com
9901671079

College: Sir MVIT Bangalore

Dear Setu Sagar,

We, Mu Sigma Business Solutions Pvt. Ltd. are pleased to inform you of our intent to extend you an offer of employment for the post of **Trainee Decision Scientist**. Subject to the company's performance, your performance, your adherence to Mu Sigma employment contractual obligations and other relevant factors, your total compensation with Mu Sigma at the end of three jumps could be ₹2,100,000/- (inclusive of variable pay).

The above mentioned compensation will be governed by the rules of Income Tax Act of Govt. of India and shall be subject to all statutory deduction and contributions.

This offer stands withdrawn with due communication and employment will be terminated without notice if the offered candidate or employee has not completed the entire course i.e. has been unable to clear / pass every subject of the course successfully before joining.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Global Head Strategic Hiring

On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas - ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA - INDIA - 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

7th and 8th Floor, 5B Building, Plot B,
RMZ Ecoworld - SEZ Campus, Outer Ring Road,
Deverabeesanahalli, Bangalore - 560 103

June 1, 2019

Mr. Shivam Kumar
#06, CR Complex, Hosahalli Road, Hunesamaranahalli Bangalore
Karnataka - 562157

IMVISM08

2015-2019

shivam CVam08@gmail.com
9739742465

Dear Shivam Kumar,

Congratulations! In view of your curriculum vitae, the information and documents submitted by you and our discussions on the subject, we are pleased to offer you the position with Danske IT and Support Services India Private Limited. (Hereinafter referred to as **Company**).

The broad terms and conditions that will apply once your employment commences are as outlined below.

The detailed terms and conditions will be contained in an employment contract that you will be expected to execute for your employment to commence:

(a) **Position:**

Your position will be as **Associate Software Engineer** with the Company with effect from **5th-Aug-2019**. In the course of your employment, you will be required to undertake and perform all the acts, functions, and duties as may be assigned to you by the Company based on your knowledge, qualifications and experience.

You will be placed on probation during the first [3] months of your employment and shall only be confirmed subject to your satisfactory performance during this period. The probation period may be extended at the discretion of the Company. Your employment may be terminated during the probation period without notice/ by providing notice of 15 days or payment in lieu thereof. Post confirmation of employment you are required to provide 90 days notice in case you decide to terminate the employment contract. The organization can also terminate the employment contract with a notice of 90 days or salary thereof.

(b) **Place of Work:**

Your place of work shall be RMZ Eco World, Bellandur, Bengaluru. You may be required to relocate to other locations in India or abroad; and/or undertake such travel in and outside India, from time to time, as may be necessary in the interests of the Company's business.

(c) **Hours of Work:**

Your hours of work will be 40 hours per week based on a 5 day working week. You may be required to work such additional hours as may be necessary for you to perform your duties effectively and you will not be entitled to receive any additional remuneration for work done outside your normal hours of work.

(d) **Remuneration, Allowance and Other Benefits:**

Your annual Cost to Company payable by the Company shall be as per the below components. The Total Cost to the Company shall be structured in accordance with the standard policies of the Company. You will be eligible for an annual discretionary performance based Variable Pay of up to a maximum of [10] % of the Total Cost to the Company

IMVISMEO87

2015-2019

TEXPORT OVERSEAS PVT LTD

#86D-1, Industrial Suburb, 2nd Stage, Yeshwanthpur, Bangalore-560022.

Date: 25/05/2019

Mr. SHREYAS.M
Bangalore.

With reference to your application and subsequent interviews, we are pleased to confirm our offer for the position of **"TRAINEE-PRODUCTION ENGINEER"** with Texport Overseas Private Limited. As mutually agreed, you will join on or before 10th ^{Aug} ~~June~~ 2019.

You are requested to submit the following document at the time of joining.

- 1) Attested copy of all education certificates.
- 2) Attested Copy of relieving letter from your previous employers.
- 3) Experience Certificate if any.

The remuneration as discussed and mutually agreed would be communicated with the detailed breakup together with a formal letter of appointment once you report for duty as indicated above.

Kindly confirm your acceptance and date of joining.

For TEXPORT OVERSEAS PVT. LTD.


MAHADEVE GOWDA
G.M-HR & COMPLIANCE





Building a better
working world

Ernst & Young LLP
6th, 12th & 13th floor,
"UB City" Canberra Block,
No 24, Vittal Mallya Road,
Bangalore-560 001 India.
Phone: +91 80 6727 5000
Fax: +91 80 2210 6000

28 January 2019

Ms. Shri Lekha KP
Bangalore

IMVISME089
2015-2019

kpshrilekha@gmail.com
8884273960

Your appointment as Analyst in IT Advisory Services

Dear Shri,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in Ernst & Young LLP subject to the following terms and conditions. Further, we understand that you have appeared for Final exams in **April/May 2019**. This appointment is subject to you clearing the said exams. In case you are unsuccessful this appointment will automatically lapse.

1. Job Title

You shall be designated as **Analyst** in Band 6.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 4,25,000 per annum (Rupees Four Lakh Twenty Five Thousand Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

3. Date of joining

As agreed, you shall join the services of the Firm on **24 June 2019**.



Shubham Raj <shubhamrsv@gmail.com>

Infosys Lex platform for Campus Recruits

2 messages

Varadharaj V <TA_Vardha@infosys.com>

Thu, Dec 20, 2018 at 5:36 PM

To: "shubhamrsv@gmail.com" <shubhamrsv@gmail.com>, "shubhams25031996@gmail.com" <shubhams25031996@gmail.com>



Dear Shubham . ,

Congratulations and welcome to Infosys!

1MV15ME091
2015 - 2019

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational**, **Technical Stream** and **Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational** segment even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- Login ID: shubhamrsv@gmail.com
- Password: 3PgyQY6C

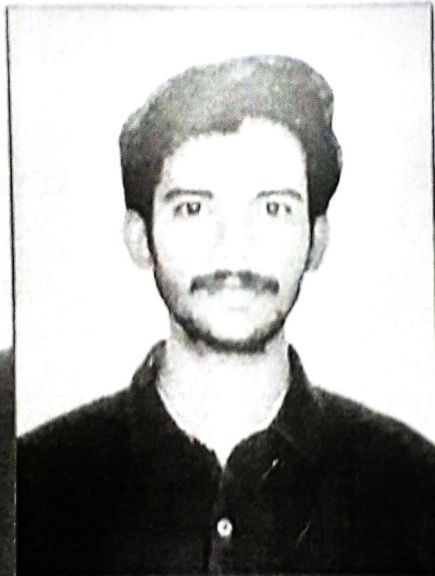
Keep learning! Keep winning!

IMVISMEL07



BYJU'S

The Learning App



VIKAS NOOLKAR

EMP ID NO : TNL71834509

BLOOD GROUP : O+

EMERGENCY NO : 8618321825

www.byjus.com



IMVISM E108

2015-2019

vinodkv.mvit@gmail.com

96115 70960

Offer: Computer Consultancy
Ref: TCSL/CT20182507799/Bangalore
Date: 26/09/2018

Mr. Vinod K V
#13, Kodihalli Village Kodihalli Village, Lakkur Post, Malur Taluk, Kolar District, 563160,
Near Kodihalli Bus Stop,
Bengaluru-563160,
Karnataka.
Tel# 91-9901009544

Dear Vinod K V,

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. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182507799

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
TCS Careers Service Line: 1800 101 0101

IMV16MB403

Dhanraj Yadav



BHARAT ELECTRONICS

Dhanraj Yadav
Bto Ramu Jadhav

BHARAT ELECTRONICS LIMITED
15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100
Jalahalli Post, BENGALURU - 560 013, India
Phone: 080-22195323
Fax: 080-22195323
E-mail: [redacted]

No. 1410/HR/CLD/03/2020-21
Date: 17/02/2021

Dear Sir/ Madam,

Sub: Provisional offer for Apprenticeship Training

We are pleased to inform you that, you have been selected as "GRADUATE APPRENTICE" in the discipline of **MECHANICAL ENGINEERING & ALLIED BRANCHES** for 18 MONTH Apprenticeship Training in Bharat Electronics Limited, Bangalore, under the Apprenticeship Act 1961.

1. You are required to report on **08.03.2021** at 9:00 AM in Human Resources (HR) Department, Centre for Learning and Development (CLD), Bharat Electronics limited, Jalahalli post, Bangalore - 560013.
2. You are required to produce the following documents in original along with 1 set of Xerox copies.

- a) Involment details (print out of the user id obtained on registering in National Apprentices Web portal WWW.mhrd.nic.gov.in).
- b) Medical Fitness Certificate issued by any registered Medical Practitioner / Doctor.
- c) Details of bank account (Account No.) opened with State Bank of India (SBI).
- d) Police Verification certificate from the competent authority.
- e) 2 stamp size photograph.

3. You are required to report for the training with below mentioned uniform at your own cost.

UNIFORM FOR BOYS	UNIFORM FOR GIRLS
Elephant Grey Pant	Elephant Grey Chudidhar
Elephant Grey Shirt (Half arm)	Elephant Grey Pyjama
Black Belt (Formal)	America Light Pink Dupatta
Leather Black shoes & Socks	Leather Black shoes

4. During the training period you will be paid only stipend at the applicable rates. The current rate of stipend payable per month by BEL is Rs. 11,110/- (Rupees Eleven thousand one hundred and ten only) against Govt. prescribed stipend of Rs. 4,954/- PM.

5. Facilities provided by BEL.

- a) Canteen and Transport facilities on chargeable basis.
- b) Free OPD Medical facilities at BEL Hospital as per Company norms.
- c) Free accident insurance policy for 5 lakhs.

PTO

बेलाईत एव कोर्पोरेट ऑफिस - नारायण, आउटर रिंग रोड, बेंगलूर - 560 045, भारत
BEL & Empower Office, Narayana Outer Ring Road, Bengaluru - 560 045, India

सी आई एन - CIN: L32300KA1954GQ1000

पिन कोड - 560 001 and 560 002

IMV16ME410
2018-2019

prajwal97ms@gmail.com

TEXPORT OVERSEAS PVT LTD

#86D-1, Industrial Suburb, 2nd Stage, Yeshwanthpur, Bangalore-560022.

80880 11653

Date: 25/05/2019

Mr.PRAJWAL.M.S
Bangalore.

With reference to your application and subsequent interviews, we are pleased to confirm our offer for the position of "TRAINEE-PRODUCTION ENGINEER" with Texport Overseas Private Limited. As mutually agreed, you will join on or before 10th ~~June~~ ^{May} 2019.

You are requested to submit the following document at the time of joining.

- 1) Attested copy of all education certificates.
- 2) Attested Copy of relieving letter from your previous employers.
- 3) Experience Certificate if any.

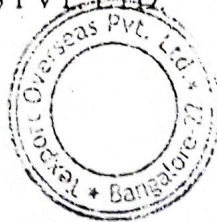
The remuneration as discussed and mutually agreed would be communicated with the detailed breakup together with a formal letter of appointment once you report for duty as indicated above.

Kindly confirm your acceptance and date of joining.

For TEXPORT OVERSEAS PVT. LTD.

Mahadeve Gowda

MAHADEVE GOWDA
G.M-HR & COMPLIANCE



ROHITH C INV16ME413

TEXPORT OVERSEAS PVT LTD

#86D-1, Industrial Suburb, 2nd Stage, Yeshwanthpur, Bangalore-560022.

Date: 25/05/2019

Mr. ROHITH.C
Bangalore.

With reference to your application and subsequent interviews, we are pleased to confirm our offer for the position of "TRAINEE-PRODUCTION ENGINEER" with Texport Overseas Private Limited. As mutually agreed, you will join on or before 10th June 2019.

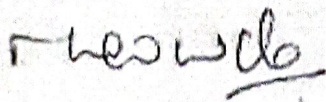
You are requested to submit the following document at the time of joining.

- 1) Attested copy of all education certificates.
- 2) Attested Copy of relieving letter from your previous employers.
- 3) Experience Certificate if any.

The remuneration as discussed and mutually agreed would be communicated with the detailed breakup together with a formal letter of appointment once you report for duty as indicated above.

Kindly confirm your acceptance and date of joining.

For TEXPORT OVERSEAS PVT. LTD.


MAHADEVE GOWDA
G.M-HR & COMPLIANCE





BIG - FOOT LOGISTIC PTE LTD
30 QUALITY ROAD
#01-02
SINGAPORE 618803

1MV15ME420

19 Jul 2019

Your application is approved

Dear Sir / Madam

We are pleased to inform you that NAGARAJ SUNIL KUMAR's Work Permit application has been approved in-principle. Please bring your new worker to Singapore before this approval expires on 17 Oct 2019.

The next page lists the steps you need to take for your worker to be issued a Work Permit card. Your worker can start work on the second day of the arrival in Singapore while waiting for the steps to be completed.

You need to complete the steps within 14 days of the worker's arrival. Otherwise, MOM's approval will be withdrawn and you will need to send your worker home.

Yours sincerely

Penny Han (Mrs)
Controller of Work Passes

NAME OF FOREIGN WORKER
NAGARAJ SUNIL KUMAR
WORK PERMIT NO.
0 3816645-
PASSPORT NO.
T0542713
DATE OF APPLICATION
08 JUL 2019
CPF SUBMISSION NO
199500061H - PTE - 03
MONTHLY LEVY RATE
S\$250
SB TRANSMISSION REF NO
6112390

IMPORTANT

- You must comply with the Employment of Foreign Manpower Act, and the Conditions and Regulatory Conditions of Work Permit. MOM will take action on non-compliance. You can read the rules at www.mom.gov.sg

INV16ME420

Sumanth.S.Jarali

TEXPORT OVERSEAS PVT LTD

#86D-1, Industrial Suburb, 2nd Stage, Yeshwanthpur, Bangalore-560022.

Date: 25/05/2019

Mr.SUMANTH.S
Bangalore.

With reference to your application and subsequent interviews, we are pleased to confirm our offer for the position of "TRAINEE-PRODUCTION ENGINEER" with Texport Overseas Private Limited. As mutually agreed, you will join on or before 10th ~~June~~ ^{July} 2019.

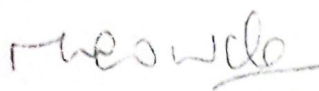
You are requested to submit the following document at the time of joining.

- 1) Attested copy of all education certificates.
- 2) Attested Copy of relieving letter from your previous employers.
- 3) Experience Certificate if any.

The remuneration as discussed and mutually agreed would be communicated with the detailed breakup together with a formal letter of appointment once you report for duty as indicated above.

Kindly confirm your acceptance and date of joining.

For TEXPORT OVERSEAS PVT. LTD.


MAHADEVE GOWDA
G.M-HR & COMPLIANCE



7829385118

SumanthSjarali@
gmin
com

**BE YOURSELF,
MAKE A DIFFERENCE.**



Strictly Private and Confidential

02-May-2019

Anshu Agarwal

WARD NO-6,SERAIKELLA,DIST-SERAIKELLA-KHARSAWAN

8235003265

Dear Anshu,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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 above 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.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000
---	---------

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus-** of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

- **Additional Bonus- Of INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

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

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

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

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



Offer: Computer Consultancy

Ref: TCSL/DT20153222844/Bangalore

Date: 26/09/2018

Mr. Ashish Kumar
Room No 114 Unit 5 Sirmvit And Kcds Mens Hostel,
Sirmvit College Hunasamarana Halli,
Bangalore-562157,
Karnataka.
Tel# 91-9906256718

Dear Ashish Kumar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process 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 assigned a role in the **Cyber Security Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20153222844

1

TATA CONSULTANCY SERVICES

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

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

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

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

**BE YOURSELF,
MAKE A DIFFERENCE.**



Strictly Private and Confidential

02-May-2019

PALLAVI PARAMASHIVAIAH

#25, 16th cross, Jakkur layout, Yelahanka hobli, Bengaluru-560064

8892530888

Dear PALLAVI,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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 above 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.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law [#]	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000
---	---------

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus-** of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

- **Additional Bonus- Of INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

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

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1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

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

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



CONVERTCART

Date: 4th Dec 2018

To,
Mr Sivaprasanth V

Place: Bangalore

Subject: Offer for the position of Sales Catalyst

Dear Sivaprasanth V

Thank you for exploring career opportunity with **ConvertCart**. You have successfully completed the Initial Selection process and we are pleased to make you an offer of employment beginning **14th January 2019**. Please note that the offer stands terminated, if you fail to join on the date mentioned above, unless extended at the sole discretion of the Company. You must treat the details of this offer with utmost confidentiality.

You have been selected for the position of **Sales Catalyst at ConvertCart Pvt Ltd.** in Bangalore. Annual gross compensation would be **Rs.8,00,000/- which is (4LPA fixed+4LPA variable based on performance)**. You would be posted at Bangalore India. However as and when required, your service will be transferable to any of the office in India or abroad. You shall be on probation for a period of 3 months which may be extended by the Company at its discretion.

A detail on the probation period clause is detailed out in the appointment letter which shall be handed over to you on the date of your joining.

The detailed breakup of the compensation and additional benefits are in **Annexure A**. Please confirm the acceptance of the offer via Email within 3 days from the date of receiving the letter. We welcome you to **ConvertCart** and look forward to your contribution to the growth of the organization and the self. Feel free to contact us in case any query.

Wish you all the best.

Yours Sincerely,

For ConvertCart Pvt Ltd.,
Name: Arun Kumar
Designation: CEO



**SIR MVIT
TRAINING & PLACEMENT CELL**

CIRCULAR

REF: VIT/PLC/OFF/ 27 /2017-18

DATE: 26/04/2018

ATTENTION FINAL YEAR MBA (finance)!

**Campus recruitment by Resource Pro Operational solutions pvt. ltd
(providing innovation and integrated solution to the insurance industry !**

Date of interview: Will be notified soon

Position offered: Client associate

Work Location: Bangalore

Selection process: 1. first round applicant test (1 full day)

2. Second round students clearing the applicant round will attain
6 days assessment.

The company will provide the following to students during the above rounds.

1. During applicant test: Lunch & snacks.
2. During 6 days assessment, company will provide lunch, snacks and minimum travel allowance of Rs 100/- per day.

CTC: 2.25000 per annum+Transport facility .additionally night shift allowance of Rs 5500/- per month for working during night shift.

Website:www.resourcepro.in

Last date for registration on T & P link: 28-04-2018 Till 2 Pm. Link will be closed afterwards.

To:

✓ HOD (MBA): For information to students please.

Please intimate them to register in time. T&P Link & Notice board.

Copy to: Principal: For kind perusal please

Ms. HL. to file

Placement Officer
Placement & Training Cell
Sir M. Visvesvaraya Institute of Technology
Bangalore-562 157.

Megha Hegde 10:30 AM (1 hour ago)

to me, manu_gowda44

Hi Sir,

Please find the list of students who have cleared the first round.

Second round of interview would start from 16th of May. It would be 6 days of assessment.

Please find the names below:

Akshay Reddy K
Sachin K R
Krithika C
Bharath N P
Ranjitha K
Mahamad Sirus
Saikumar V S

Regards,

Megha

MS-HL-to file and inform students accordingly — kindly ensure all the above students attend all 6 days of assessment without fail. Attendance can be given to the above students.

07/05/18

LETTER OF INTENT

Date: May 25, 2018

Ms. Krithika C
Bangalore - India
Email Id: krithika.chandrashekar826@gmail.com

Dear Krithika,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the Role of "Client Associate".

The location of your initial reporting and training will be Bangalore, India. The date of your joining would be **August 13, 2018**. Your Total Gross Salary has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Resource Pro. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. The location of posting would be communicated to you upon successful completion of training. The duration of the classroom training and the location of posting will be purely based on business requirements. The Company will solely reserve the right to make any further changes to the date of joining.

Your employment will be governed by the rules, regulations and policies of the Company and subject to the clearance of reference checks by the Company.

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

We request you to please reply to this mail and also carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Welcome to ReSource Pro. We wish you a long, rewarding and fulfilling career and look forward to you joining us.

Yours sincerely,

Thulasi R
Manager - Talent

ReSource Pro Operational Solutions Pvt Ltd,
11th Floor, Cluster 3, Karle Town Centre (SEZ), HUB 1 Building, Kempapura Main Road, Nagavara, Bangalore - 560045
www.resourcepro.com

LETTER OF INTENT

Date: May 25, 2018

Mr. Bharath N P
Bangalore - India
Email Id: bharathkumarnp018@gmail.com

Dear Bharath,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the Role of "Client Associate".

The location of your initial reporting and training will be Bangalore, India. The date of your joining would be **August 13, 2018**. Your Total Gross Salary has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Resource Pro. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. The location of posting would be communicated to you upon successful completion of training. The duration of the classroom training and the location of posting will be purely based on business requirements. The Company will solely reserve the right to make any further changes to the date of joining.

Your employment will be governed by the rules, regulations and policies of the Company and subject to the clearance of reference checks by the Company.

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

We request you to please reply to this mail and also carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Welcome to ReSource Pro. We wish you a long, rewarding and fulfilling career and look forward to you joining us.

Yours sincerely,

Thulasi R
Manager - Talent

ReSource Pro Operational Solutions Pvt Ltd,
11th Floor, Cluster 3, Karle Town Centre (SEZ), HUB 1 Building, Kempapura Main Road, Nagavara, Bangalore - 560045
www.resourcepro.com

LETTER OF INTENT

Date: May 25, 2018

Ms. Ranjitha K
Bangalore - India
Email Id: ranjugowda856@gmail.com

Dear Ranjitha,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the Role of "Client Associate".

The location of your initial reporting and training will be Bangalore, India. The date of your joining would be **August 13, 2018**. Your Total Gross Salary has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Resource Pro. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. The location of posting would be communicated to you upon successful completion of training. The duration of the classroom training and the location of posting will be purely based on business requirements. The Company will solely reserve the right to make any further changes to the date of joining.

Your employment will be governed by the rules, regulations and policies of the Company and subject to the clearance of reference checks by the Company.

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

We request you to please reply to this mail and also carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Welcome to ReSource Pro. We wish you a long, rewarding and fulfilling career and look forward to you joining us.

Yours sincerely,

Thulasi R
Manager - Talent