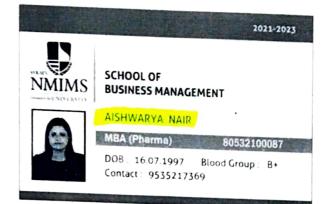
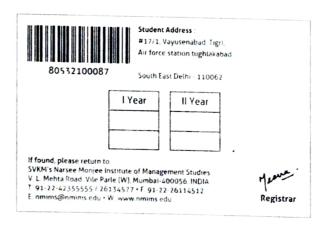
# **ACADEMIC YEAR 2018-19**







WREATE HIANGE

Student Number:46062220Date of Birth:1 July 1997

For further enquiries please contact: KAAISER Int Educ

KAAISER Int Educ 25B, 2nd Floor AB Commercial Centre Safdarjung Enclave New Delhi 110029 India

01 May 2019

Dear Alfiya Helal,

### Conditional Offer Letter

Congratulations. I am delighted to be able to offer you a place to study at The University of Queensland (UQ). This offer is subject to you satisfying the conditions given on the next page. Important details about your offer are as follows:

India

Miss Alfiya Helal Syeda

New Delhi Delhi (UT) 110029

Safdarjung Enclave

25B 2nd Floor AB Community Centre

Program name ': CRICOS code: Plan': Program duration: Total program units (less any credit):	Master of Food Science and Technology 079385C Not Applicable 4 Semesters (Full-Time) 32
Credit granted: Compulsory Orientation begins Commencement date of classes Completion date Attendance mode: Faculty: School/Institute: Campus: Indicative annual tuition fee: Indicative total program tuition fee:	15 July 2019 22 July 2019 25 June 2021 Full-Time Faculty of Science School of Agriculture and Food Sciences St Lucia AUD\$39,840 AUD\$82,070
Student Services and Amenities Fee per annum: Initial payment (tuition deposit): Overseas Student Health Cover (OSHC):	A capped annual Student Services and Amenities Fee (SSAF) applies AUD\$14,000 AUD\$1,365: Single Overseas Health Cover

Please take the time to read the information given in the next few pages of this offer letter. Further details about your program, including information on courses which are compulsory and those which you may select, are published in the program rules and course list for this program in the: Website. Please note that the structure and content of programs are reviewed to ensure they are current

International Admissions JD Story Building, St Lucia Campus The University of Queensland Brisbane QLD 4072 Australia T +61 7 3365 7941 F +61 7 3365 1794

E applicationstatus@uq.edu.au
 W https://future-students.uq.edu.au

ABN 63 942 912 684 CRICOS PROVIDER NUMBER 00025B and are therefore subject to change. In addition, any credit noted above is specific to your chosen program and may be different if you change to another program.

May I welcome you to the UQ community. We look forward to you enrolling and commencing your studies with us.

Yours sincerely,

Mark Erickson Academic Registrar

<sup>1</sup> The program offered to you, and any major/field of study specified, is offered subject to its availability for your chosen semester start date. Occasionally, it is necessary for the University to withdraw a program (or major) after an offer has been made and/or accepted. Where this is necessary, the University will meet its obligations under the Tuition Protection Service (TPS) by offering you a suitable alternative program, where one exists, or a full refund of any fees paid. In addition, there may be some circumstances under which your field of study and/or choice of courses may be restricted for other reasons (for eg if you are a citizen of a country under sanctions with the United Nations or the Australian Government).

<sup>2</sup> If you accept this offer, you are expected to be on campus and ready to commence your program, and to join the compulsory Orientation session, by the dates given above. Please refer to the Notes section below for further information about late starts and possible deferrals to a future semester.

<sup>3</sup> If the commencement and/or completion date shown above are more than 1 year in advance of the date of this offer, please confirm the exact dates nearer the time either with the faculty for your program or by checking UQ's <u>Academic Calendar</u> for the year(s) concerned.

### Offer Conditions

As well as the General Terms and Conditions given later, you must meet the following specific conditions, and provide any documents requested below, before your place in the above UQ program can be confirmed:

\* You must achieve a pass in the First Class/60% on successful completion of your Bachelor degree. Please submit your final award certificate and complete marksheets and a statement to confirm if any courses were repeated or failed during your studies (also known as a backlog statement).

- A copy of your complete official academic transcript(s), which should include all subjects you have studied or are undertaking and the results whether passed or failed. Copies of the original language transcripts and official English translations (if applicable) are required.
- \* A certified copy of your award is required. If your award has not been conferred please provide an original or certified copy of either an academic transcript which notes that the award requirements have been met, or an official letter from the institution confirming that you are eligible to graduate. Certified copies of the original language award and official English translations (if applicable) are required.

If you have been asked to provide any documents in the above conditions, please note that these must be certified (or notarised) copies of the documents listed. A certified copy is a photocopy of an original document, which bears an original signature and stamp with a certification that the document is a true

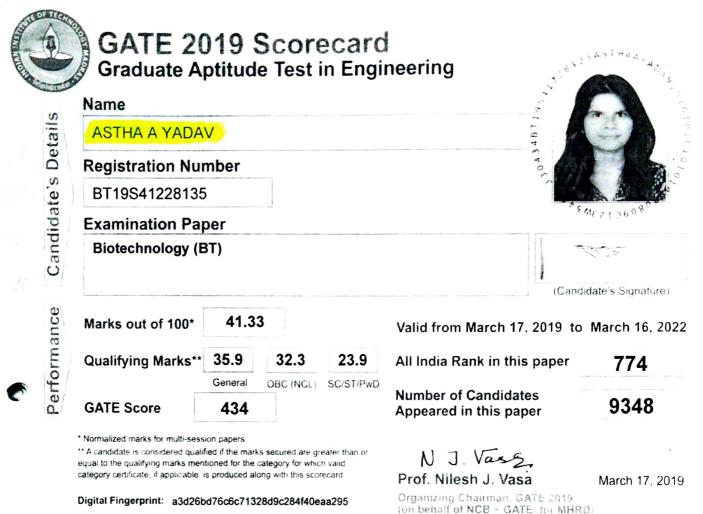
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E applicationstatus@uq.edu.au
 W https://future-students.uq.edu.au

ABN 63 942 912 684 CRICOS PROVIDER NUMBER 00025B

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It is recomm	o undergraduate and post grac RAINING Reading and Writin ended that the candidate's lan	g Modules are not desi guage ability as indicat	e based on the ACADEM/ gned to test the full range ed in this Test Report For	C Reading and Writing Me of language skills require In be re-assessed after the	odules d for academic purpo	ses
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irst Name	ALFIYA HELAL		18.			
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- Martine Co



The GATE 2019 score is calculated using the formula

GATE Score = 
$$S_q + (S_t - S_q) \frac{(M - M_q)}{(\overline{M}_t - M_q)}$$

where.

**M** is the marks obtained by the candidate in the paper, mentioned on this GATE 2019 scorecard

*M<sub>a</sub>* is the qualifying marks for general category candidate in the paper

M, is the mean of marks of top 0.1% or top 10 (whichever is larger) of the candidates who appeared in the paper (in case of multi-session papers including all sessions)

 $S_a = 350$ , is the score assigned to  $M_a$ 

 $S_{i}$  = 900, is the score assigned to  $\overline{M}_{i}$ 

In the GATE 2019 score formula,  $M_{a}$  is 25 marks (out of 100) or  $\mu + \sigma$ , whichever is greater. Here  $\mu$  is the mean and  $\sigma$  is the standard deviation of marks of all the candidates who appeared in the paper.

Qualifying in GATE 2019 does not guarantee either an admission to a post-graduate program or a scholarship/assistantship. Admitting institutes may conduct further tests and interviews for final selection

### Codes for XE and XL Paper Sections (compulsory section and any other two sections) **XE: Engineering Sciences**

10.177.00.0

- A Engineering Mathematics (compulsory)
- B Fluid Mechanics
- C Materials Science
- D Solid Mechanics
- E Thermodynamics
- F Polymer Science and Engineering
- G Food Technology
- H Atmospheric and Oceanic Sciences

- XL: Life Sciences
- P Chemistry (compulsory)
- Q Biochemistry
- R Botany
- S Microbiology
- 1 Zoology
- U Food Technology

Goldman Sachs Services Private Limited Helios Business Park I 150 Outer Ring Road I Kadubeesanahalli I Bengaluru- 560103 I India Tel: +91 80 4127 1600 | Fax: +91 80 4127 1601 CIN: U72400KA2003PTC032606

31 October 2019

### Kiran Sahir

No. 266, HBR layout, 1st Stage, 2nd Block, 5th B Main, Bangalore - 560043 India

### Dear Kiran.

5

We are delighted to offer you employment with Goldman Sachs Services Private Limited ("GSSPL" or "the firm") in the role of Analyst in the Operations Division in Bengaluru.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

### Conditions of employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks
- your not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the probationary period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment.

Kiran Sahir / 31 October 2019





Covance India Pharmaceutical Services Pvt. Ltd. Bidg No1, 601: Raheja Mindspace Plot Gen.2/1/D Gen.2/1/E Gen/2/1/F MIDC Trans Thane Indus area Shiravane 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.

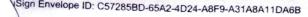
Thank you for your contributions for the past months, and we wish you a successful and rewarding career with Covance.

Yours Sincerely,

**Rakshet Nakanna** 

Director, Head of HR Partnering - India

Copy: Line Manager Personnel File





1a



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 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

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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,

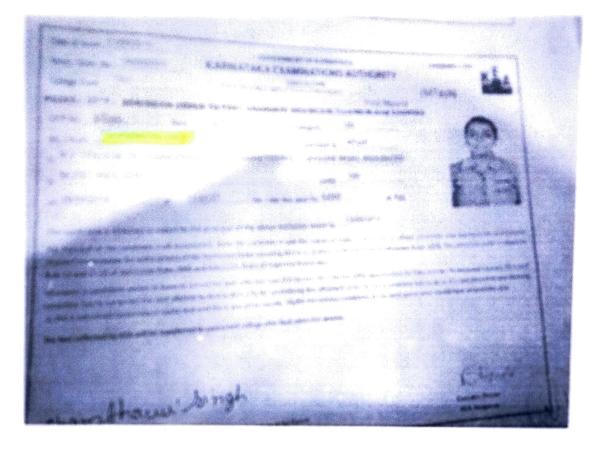
Rakshet Nakanna

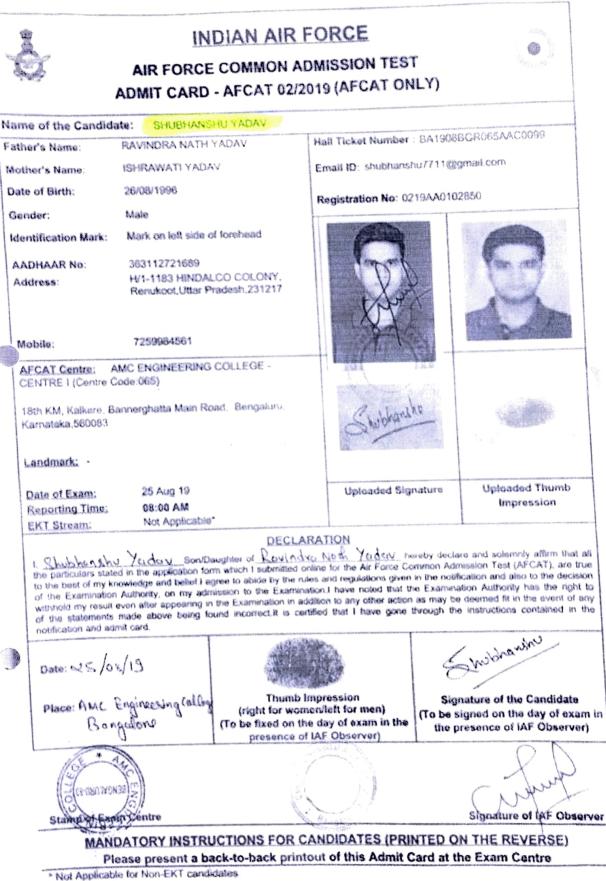
Director, Head of HR Partnering - India

Copy: Line Manager Personnel File

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### INDIAN COUNCIL OF AGRICULTURAL RESEARCH KRISHI ANUSANDHAN BHAWAN-II, PUSA, NEW DELHI - 110 012

### SCORE CARD

Roll Number: KK10950053

Category rank: OBC - 95

Category: OBC

tı

Major Subject Group Name and Code: Plant Biotechnology(1)

Mass scored in AIEEA (PG)-2019 in the Major Subject Group : 326

Name of the Candidate: SONALI S NAIK

Father's Name: SUDHAKAR NAIK

Result: Eligible for Registration and Choice filling



### (Controller of Examinations (Agril. Edn.)

Overall rank: 280

Phone: 011-25843392, E-mail: neerajrana.icar@nic.in

Gmail - Fwd: Gate



Niveditha Annayappa <niv231974@gmail.com>

### Fwd: Gate

1 message

 Rajendra singh <rajendrabiochem@gmail.com>
 Thu, Sep 26, 2019 at 8:56 PM

 To: Halima Jenish <halimajenish@gmail.com>, ANNAYAPPA NIVEDITHA <niv231974@gmail.com>

----- Forwarded message ------From: Sukesh Kashyap <sukeshkashyap1603@gmail.com> Date: Mon, Jul 29, 2019 at 3:46 PM Subject: Gate To: Rajendra singh <rajendrabiochem@gmail.com>

Dear sir , Here are the details for the gate qualification . Name : Sukesh Narayan Kashyap All India rank : 774 Gate score (1000) : 434 Gate score (100) : 41,33

Tifr qualified

Jnu ceeb qualified . Regards, Sukesh Narayan Kashyap



### RAMAIAH Institute of Technology

### STUDENT ID CARD

2019 - 2021



TANUJA B R

IJSN: 1MS19BBT12 Programme: MTech.

SPECILIALIZATION : Biotechnology

DOB : 11-02-1997 Blood : 0 +ve M.S.RAMAIAH INSTITUTE OF TECHNOLOGY Autonomous Institute, Affiliated to VTU

:://mail.google.com/mail/u/0/#search/rohini/FMfcgzGlkFpNvKrDCrZzzrvwHQhpbMhT?projector=1&messagePartId=0.1



Roomville Technologies Private Limited Suite #4CW, Piot #118, Road No. 3, Rao Tower of Neil Rao Towers, EPIP Phase-1, Whitefield. Bangalore – 560066, Karnataka, India info@roomville.com

1 MV 15 IS 00

### OFFER LETTER

Date: 15th Mar, 2019

Dear Abhinav Anand,

Thank you for spending time with us and helping us with getting to know you. At Roomville Technologies Private Limited (Hotelsoft's India entity), we strive to provide our employees a challenging work environment and all the resources necessary to fulfill both professional and personal goals. Based on our interactions, we are positive that you have the necessary qualities and skills we are looking for.

We would therefore like to offer you the position of Trainee - Software Engineer at our organization. You are requested to report to work on July 1<sup>st</sup>, 2019 at 9:30 AM. Please confirm your acceptance and date of reporting by countersigning the offer letter and emailing us a scanned copy within 3 working days from the receipt of this letter. The terms and conditions of the offer are listed below:

### **Compensation and Benefits:**

Your total compensation for first 24 Months will be as stated in the Annexure. After successful completion of 2 years of service at Roomville, your Annual CTC will be INR 8,00,000/- (Rupees Eight Lakhs only). Please note that salary, bonuses, and allowances that you get are subject to applicable income taxes.

**Terms and Conditions:** 

The other terms and conditions of your engagement in our organization will be given to you with your appointment order at the time of incorporation. This offer is based on the condition that you will successfully complete the course that you are currently enrolled in before joining us. If, during your engagement with us, on verification of the documents/information provided to us, any of the representations you have made to us are found to be untrue we will have the right to terminate your engagement without any notice.

You will be required to learn new technologies and work on various projects from our group companies during your tenure with us. Your experience and background, we are sure will make this relationship mutually rewarding. We are looking forward to working with you.

Yours sincerely,

For Roomville Technologies Private Limited;



Guru Basavraj SB,

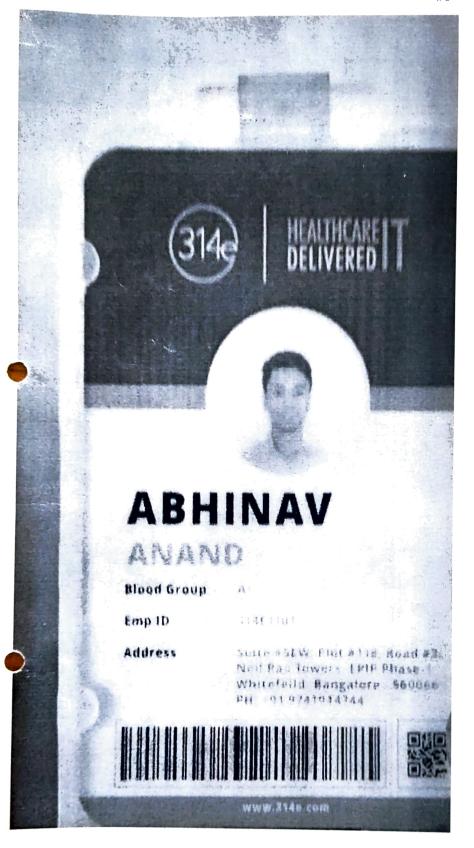
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Page 1 of 3



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### \* Personal and Confidential \*

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

Our reference: RBEI/HRL/2019/1365

Robert Bosch Engineering and Business Solutions Private Limited, 123 Industrial Layout, Hosur Road, Koramangala, Bangalore - 560 095, India. Tel: +91 080 6657 5/57 Fax: +91 080 6657 1404 CIN: U72400KA1997PTC023164 www.bosch-india-software.com

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.

Kharath K

BOSCH are Trademarks of Robert Bosch GmbH, Germany

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accenture

MUISISOOJ



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 Other to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and complexity.

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 !! 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 use 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.

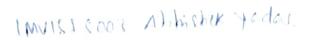
Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module. Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three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

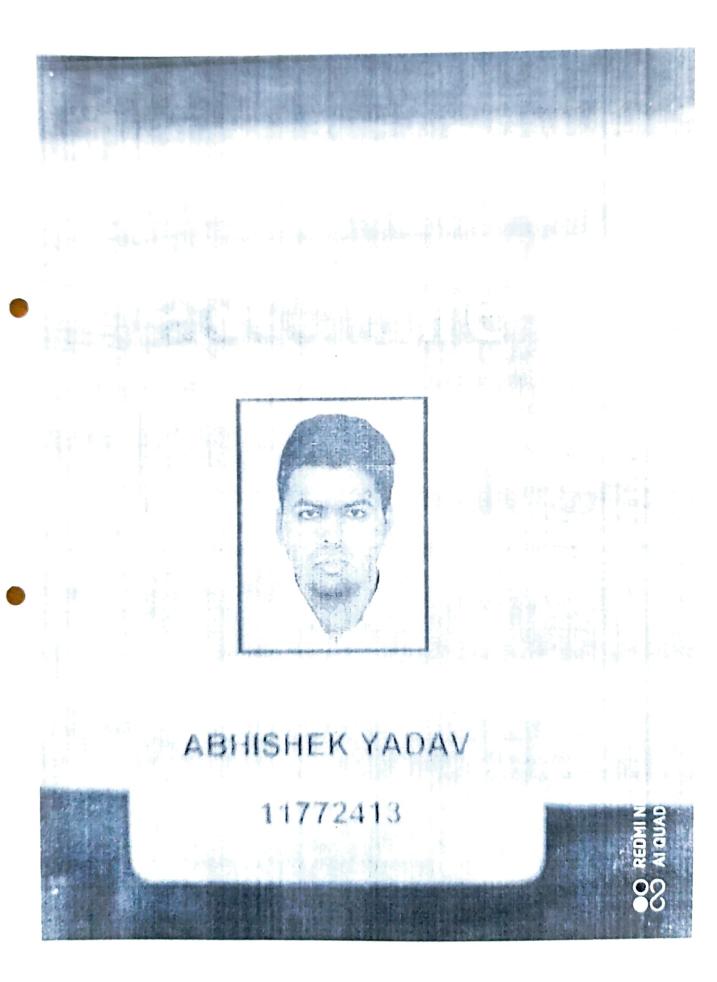
Version 10 (Feb.)

1

Candidate's Signature

Reference Id: 851c711d-c187 1320-9f77-c5591f923609\_1 Signed By: Mohan Sekhar









### TEMENOS INDIA PVT LTD

No. 146 Sterling Road Nuogambakkam Chevaa 600.034 India

1 +91 (0) 4171.13 1000 1 +91 (0) 4471.14 1099

WWW temenos.com CIN\_LLIDEERCNTEPS.feet

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.

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LTI

IMV15TS005

2015 batch

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 ioining LTI. You may also need to submit

# BE YOURSELF, MAKE A DIFFERENCE.

## accenture

### Strictly Private and Confidential

IMNISTS OCO

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



DXFactor Solutions Pvt Ltd (Subsidiary of DXFactor, LLC)

1 MON 157 5008

Date 11-Sep-2019

Mr. Darshan B Bangalore

2015-2019)

### 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.

- 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 form16
  - Passport photocopy

Ahmedabad: ATWFFSankalp Long. Tower, Opp ISRO Colony Lane, ISCKON Anibli Road, Ahmedabad 388058.

Bangalore: Workalella Business Center #150-1. Infantry Road, Bangalore 560001. www.dxfactor.com

Confidential

### Tally Solutions Private Limited

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INN ISTS 009



AMR Tech Park IIB, No.23 & 24, Hongasandra, Hosur Main Road, Bengaluru - 860.068 T. +91 (80) 3068 2559 F. +91 (80) 3068 2580 accounts@tailysolutions.com www.tailysolutions.com CIN: U72200KA1931PTC0: 2483

Tally Solutions - Offer of Intent

Date: 29/08/2018

Name Deepak Kushwala

College MVIT

Dear Diegak

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.

Handress Komai

Kankana Barua Chief People Officer



-Ols botch

accenture

# BE YOURSELF, MAKE A DIFFERENCE.

### 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:

Version 10.0 (Feb 2019)

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Candidate's Signature

IMV ISTSOIL

2015 batch



### TEMENOS INDIA PVT LTD

tio 146 Sterling Road Nungambakkam Stiennai 600 034 India

F +91 (0) 44 7133 1900 F +91 (0) 44 7133 1999

www.temenos.com CWI - 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
- 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

K.

HIPAL Sheth IMUISISon (2015-2019) Batch

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# HIRAL S SHETH

19684

TEMENOS INDIA

No 146, Sterling Polo, Hargeneousle, Charles III and States and St

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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 <u>benefits brochure</u> for additional details.

### EMPLOYMENT AGREEMENT

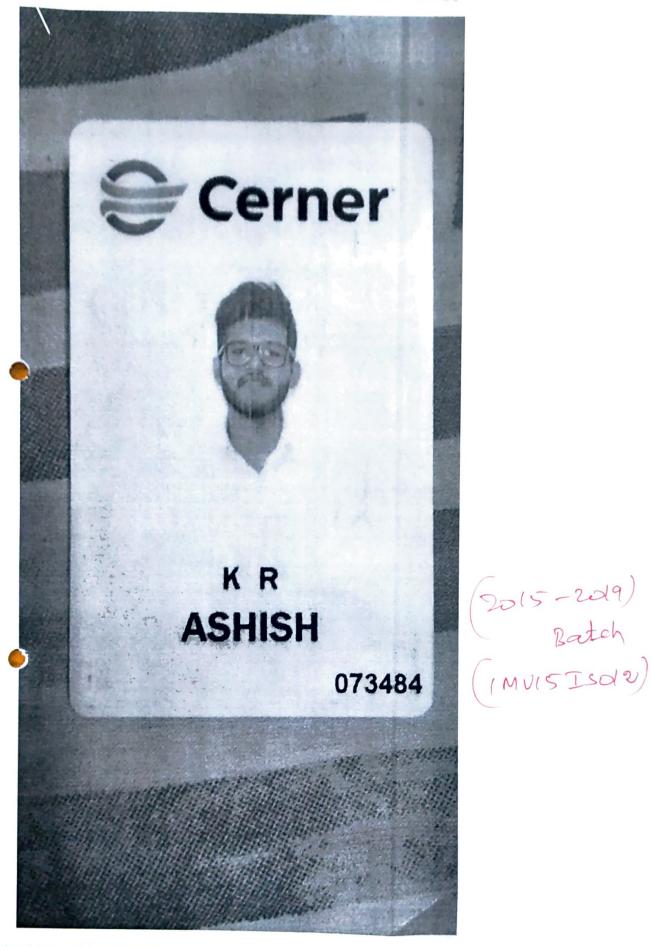
Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets 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,

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### Strictly Private and Confidential

MUIS ISO13

26-Apr-2019

Malvika Bakthavatsalam #31 varadaraj layout Amruthahali 9886522981

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accenture

### 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
- Annexure II for the documentation to be submitted by you

BE YOURSELF, MAKE A DIFFERENCE.

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:

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Version 10.0 (Feb 2019)

Candidate's Signature beau

Reference Id: c2c7f586-a5fc-4c81-83cf-fe84b10fb092 1 Signed By: Mohan Sekhar

IMVISISO13 Malvika 13

# Hitachi Consulting



# Malvika Bakthavatsalam ID NO : 142814 Blood Group : O+

www.hitschiconsulling.com

Hitachi Consulting Software Services India PvL Limited Tosae VII, Level 3, SEC Maganpatta City, Hadaptar Fune: 411013 Tel 191-204 (2019/2000)

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HITACHI Inspire the Next

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

https://mail.google.com/mail/u/0?ik=1bf42e5aae&view=pt&sea... 2\_015

l Gmail



Manish S <manishshetty97@gmail.com>

### Letter of Intent - Manish P Shetty - Ref. No.: 8505626 1 message

careers@wipro.com <careers@wipro.com> To: manishshetty97@gmail.com Cc: manager.campus@wipro.com Mon, Dec 10, 2018 at 11:36 AM

### **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



### Privileged and Confidential

### Dear MEGIMANA VENKATRAMANA

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.

PATGAR

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 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



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1 MV 15 ISO15 Meghana (2015\_ 2019

12/11/2018



2015 batch

Gmail - Letter of Intent - MEHUL JAIN - Ref. Nc. 8272610

## M Gmail

#### Mehul Jain <jainmehul206@gmail.com>

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

1 message

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

Tue. Dec 4, 2018 at 5:48 PM

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Campus - Letter Of Incom

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	Amouri (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	1. s
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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

https://mail.google.com/mail/u/0?ik=3f7f0677b3&view=pt&search=all&permthid=thread-f%3A1618923684091617591&simpl=msg-f%3A161892368409

INVISISDIA Milton Rumar. S

Mindtree

A Larsen & Touble Group Company

Date: 20-Dec-2019

То

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:

(Total of marks obtained in all the subjects from the first to last semester) Aggregate = \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(Total of maximum marks in all the subjects from first to last semester)

Aggregate % = Aggregate \* 100

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

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

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

RECRUITMENT AGREEMENT

## (MUISTSO24)

REEMENT CREO NIRANJAN (2015-2019)

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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, Chikmagaluru -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

#### 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:

For a period of 90 (Ninety) days from the Effective Date, the Recruit shall be (a) 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.

The Recruit's employment will commence following him successful (b) 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:**

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- Upon the commencement of the Recruitment Period, the Recruit shall perform (a) 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.
- The Recruit shall devote all of his business time, interest, attention and (b) energies to the business of the Firm, and shall assume and perform such

2015 both

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

Mr. Nithin N #41,1st Floor6th Cross, Sriram Apartments, Banglore-560097, Karn?Taka, 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

#### 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@itcs.com



#### Cognizant

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://campus2cognizant.cognizant.com

Yours sincerely, For Cognizant Technology Solutions India Pvt. Ltd.,

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5.6-1

Suresh Bethavandu Global Head-Talent Acquisition I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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

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.

Hook forward to welcoming you on board Fyle!

Thanks,

- DocuSigned by

Sivaramakrijknan 228811817274427 Sivaramakrishnan Narayanan (Co-Founder & CTO)

Fyle Technologies Private Limited No 550, Il Cross, 2<sup>nd</sup> Main, MICO Layout, BTM 2<sup>nd</sup> Stage, Bengaluru, India 560076 CIN: U74900KA2016PTC086218 | www.fylehq.com | hello@fyle.in

### TOSHIBA

MNISTS031

Ms. Pooja Shanbhag Bangalore 25<sup>th</sup> June, 2019

#### Offer of Appointment

#### Dear Pooja Shanbhag,

This has reference to the interview you had with us on 24<sup>th</sup> 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 5<sup>th</sup> August 2019 at our Registered Office, # 3A, "Essae Vaishnavi Solitaire", 3<sup>rd</sup> 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.



Toshiba Software (India) Pvt. Ltd.



Regi Office: Qwikcilver Solutions Pvt Ltd No 111, 1st Floor, Brigade Manae Court, Industrial layout, Koramangata, 5th Block, Bangalore-560095 +91 80 6718 4300 Info@qwikcilver.com/www.qwikcilver.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.

Qwikcilver 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.



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(2015-2019) Batch

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# BE YOURSELF, MAKE A DIFFERENCE.

#### Strictly Private and Confidential

accenture

23-Apr-2019

PRASHANT KRISHNA HEGDE #408,Hoyneer,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

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TEMENOS INDIA PVT LTD

mmm temenos com

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

17th September 2018

Dear Mr. Prashant Kumar.

#### Offer of Employment

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

- Position: Soleware 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 con municate 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 Linoluments.
- 7 Date of joining: 5th July 2019
- Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intinated 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 FR 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.





Name: procheth xum

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## PRASHANT KUMAR

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Jayan tran 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 Salal, Perungudi, Chennai-96. India T : +91 44 7133 3000 IBC Inveloige Part, Biol C & D, 4/1, Banarghatta Road, New Dairy Orde, Banation - 29. India T : +91 80 4137 5000



2015-2019)



#### 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:

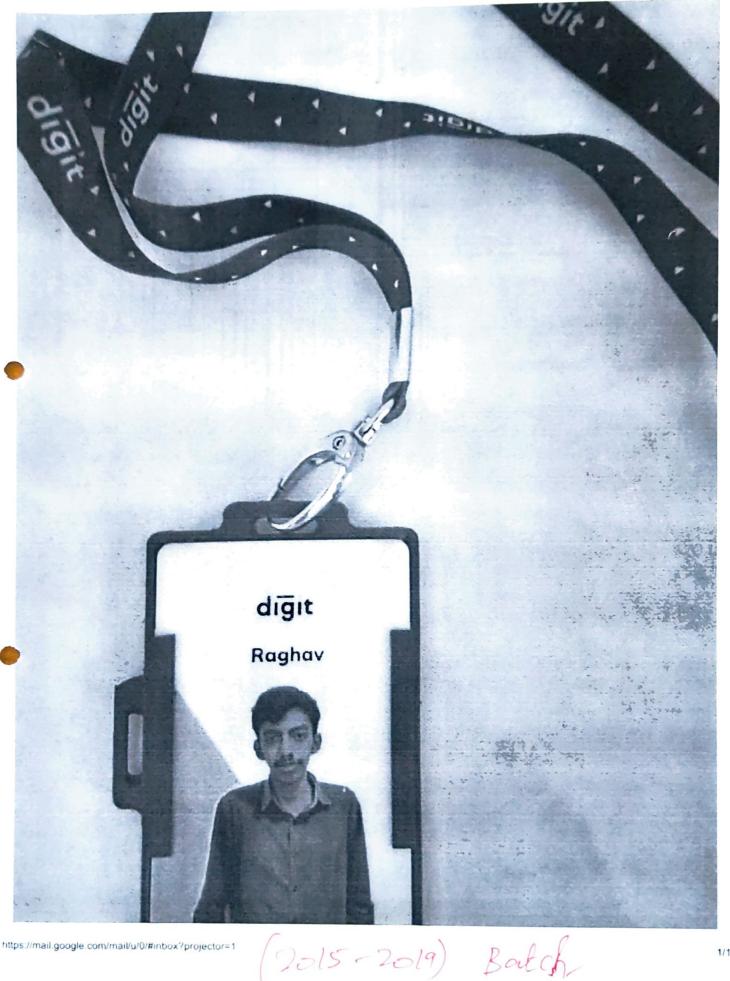
1.1 You shall be appointed to the position of Graduate Trainee Engineer and located at Bangalore.

- 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.

-CorDia t Concos Boutance Limitea, formerly known as Oben General Insurance Limited). (E. Pioneer Atlantis, 94-95, 4th B Cross Rd. Forai Biogalu industriai Loyiaut, Koramangula, Bengaiaru, Karnatako 560-034. (E. CIN, U66016PN2016PLC167410.

Website www.godigit.com

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December 10, 2018

Campus - L

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.

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INVISTS036

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





2015 bat Beta Building, Sigma Soft Tech Park, Whtefield, Bangalore 560 066 Tel: +91 80 300 27700, Fax: +91 80 300 27701 info@jminfotech.com, IMVISTS037 www.jmrinfotech.com

Date: 27 Dec 2018 Ref ID: JMR HR OI/18-19/12/0046 Name: Rohit Kumar College: MVIT

#### Offer of Intent

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#### 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 1<sup>st</sup> 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 1<sup>st</sup> Jul 19 /30<sup>th</sup> Sep 19 /23<sup>rd</sup> Dec 19. Exact Date of Joining will be communicated 2 weeks before the actual DOJ.



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## Rohit Kumar

Emp ID: 2212 Blood Group: B-ve Emergency Contact: +91 9931804635

## BE YOURSELF, MAKE A DIFFERENCE.

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:

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accenture

Role - Application Development Associate Career Level - Career level - 12 Talent Segment - Software Engineering

Please refer to:

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- 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:



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Ernet & Young LLP 6th, 12th & 13th floor, "UB City"Canberra Block, No 24, Vittal Maliya Road, Bengaluru-560 001 India Phone +91 80 6727 5000 Fax: +91 80 2210 6900

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

#### 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.

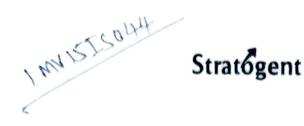
#### 4. Probation



## SAKET SINHA 11804795

(2015-2019)

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#### 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.



Nome: conduct Jain

## Sandesh Jain SRIT-078



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www.temenos.com

Date: 30 - AWS - IP Name: SHAMIKABANI College Name: Six MVIT Roll Number: IMVISISD #5 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, communication 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 u anyone without our consent in writing.

INR Per Month	INR Per Annum
18.333.00	220,000.00
25,500.00	306,000.05
2,000.00	24,000.00
45,833.00	550.000.00
	26,400.00
	10,577.00
	Variable pay will be applicable as per the existing scheme
	22.000.00
	7.150.00
	616,127.0
	Month 18.333.00 25,500.00 2.000.00

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

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 b 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

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## SHAMIKARANI

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Supporters

### Authorised Signatory

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## TEMENOS INDIA PVT LTD

No. 146, Storting Road, Harright Galikars, Chennal - 34, India T ; +91.447239 1000 86 367 No. 2017L Dr. MORTING, Perungsel, Chennal OS, Josla T ; +91.447133 3000 85 June ter fan, dad : 9 -, 91, Desergens Kol, Kar Sey Oris, Beglen -38, India T ; +11.50 437360





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 tre**at** 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 1<sup>st</sup> 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 **30<sup>th</sup> Sep 19**. Exact Date of Joining will be communicated 2 weeks before the actual DOJ.

Tally Solutions Private Limited

AMR Foun Park (16, No.23 & 24, Hongesendre, Hosur Main Road, Bengeturu - 560 068, 1, 491 (RO) 2055 2559, F. 491 (80) 3068 2560 proceeds Stain Solutions com I www.tellysolutions.com CIN: 97 2200KA1991PTC012483



1 MV 1STS047

Tally Solutions - Offer of Intent

Date: 29/08/2018

Name Stubban Nigam

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.

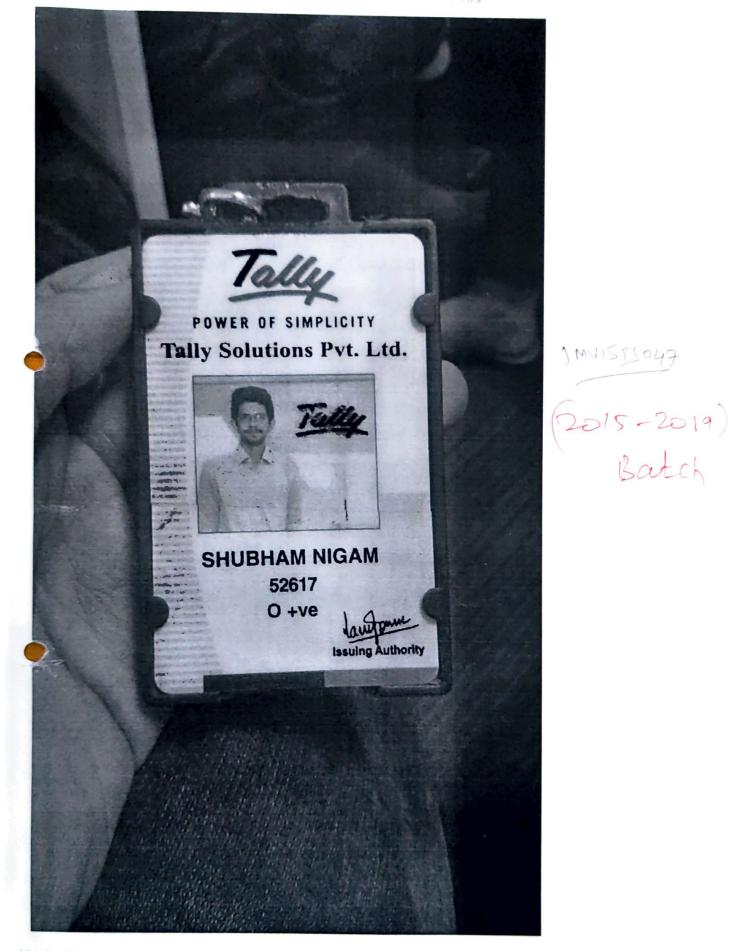
In case the offered candidate has not completed the entire course before joining; the offer stands withdrawn with due communication and employment will be terminated without notice.

For Tally Solutions Private Ltd.

Augeborn Bonnie

Kankana Barua Chief People Officer

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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:

(Total of marks obtained in all the subjects from the first to last semester) Aggregate = (Total of maximum marks in all the subjects from first to last semester)

Aggregate % = Aggregate \* 100

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

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

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

Shubham

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Candidate No. 15, 80008914-18

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## Shubham Shreyaskr



Mindtree Welcome to possible





#### TEMENOS INDIA PVT LTD

Mr. Siddbarth 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
- Technical 3. Job Family

A

- Vice President 4. Reporting to:
- 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.
- 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.

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## SIDDHARTH SAMPATH

19688

Authorised Signatory

INVISICO

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## TEMENOS INDIA PVT LTD

No.146, Sterling Road, Nungambakkam, Chennal - 34. India T : +91 44 7133 1000 NG 360 No. 232/1, Dr. MGR Salai, Perungudi, Chennal-96, India T : +91 44 7133 3000 INC Ennovieting: Part, Black C & D, 4/1, Busmenghattis Road, Neur Dairy Circle, Bungaloux - 28, India T : +91 80 4137 6000 INVISISIES

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#### Strictly Private and Confidential

10 Apr 2010

Steeleeth Ramprasad 1002.12th Block, Heritage Estate, Puttenahalli, Doddaballapur Road, Yelahanka, Bangalore-560064 7204374307

#### Dear Breejeeth.

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 ٠

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

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SRI HART (IMVISISOSA)

**TEST YANTRA** 

Test Ventra Software Solutions (India) Private Limited

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 Fir, Brigode MLR Centre, Yani Vilas Road, Basavanagudi, Bengaluny - 560004

til www.testyantia.com.

https://mail.google.com/mail/u/0/#inbox

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(2015-2019)

CIN U72200KA2007P1C044708

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TESTYANTRA

### SOFTWARE SOLUTIONS (INDIA) PVI. LID





## **SRIHARI M S**

EMP ID: TYC022084 Blood Group: A+

(2015-2019) Batch

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## BE YOURSELF, MAKE A DIFFERENCE.

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:

Strictly Private and Confidential

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accenture

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

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Reference Id: 7072b5f5-a36b-4684-9e64-dc50184aa7cf\_1 Signed By: Mohan Sekhar



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www.royalbrothers.com



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



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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 1<sup>st</sup> 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 **30<sup>th</sup> Sep 19**. Exact Date of Joining will be communicated 2 weeks before the actual DOJ.





#### TEMENOS INDIA PVT.LTD

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HIS Knowledge Rark, block C&G and Floog, 4(1, Beancergatia Ex. 3) Near Dany Circle: Bangatoro 560 929 India

F +91 (0) 60 4157 60:0 F: +91 (0) 60 4112 1221

Www.tomence.com GR-USCOSTNIRGER1029285

Date: 30-AWJ-18 Name: JWAROOP R College Name: Sir MVIT Roll Number: 1MV15IS056

## 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, commemorial 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.
- 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	1	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
Fotal 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.

Yours Truly

S.P. Jayanthan, regional Director

Read & Accepted



USN: 1MV1526056

Ctrl

Name: SwaroopR

## **SWAROOP R**

19686

ayouton Authorised Signatory

TEMENOS INDIA PVT LTD

## IMNISIS059

accenture

## BE YOURSELF, MAKE A DIFFERENCE.

#### Strictly Private and Confidential

05-Apr-2019

Vasavi Narasimhalah 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:

Version 10.0 (Feb 2019) 1

Candidate's Signature



Re: Campus Recruitment - Letter of Intent (LOI)

Dear Venkata Narayana U. (IMVISTS060)/ Congratulations! (2015 - 2019) Batch

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 wising you a successful career with DXC Technology. We look forward to welcoming you on board.

Yours sincerely.

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 1<sup>st</sup> 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 1<sup>st</sup> Jul 19 /30<sup>th</sup> Sep 19 /23<sup>rd</sup> Dec 19. Exact Date of Joining will be communicated 2 weeks before the actual DOJ.

GL08-FM-PD-060

1MULISTSOB3

GlobalLogic

#### NOD#GL/01/156/2019

28th January 2019

Yash Kumar Bangalore

Dear Yash

## Subject: Offer of Employment with GlobalLogic India Ltd.

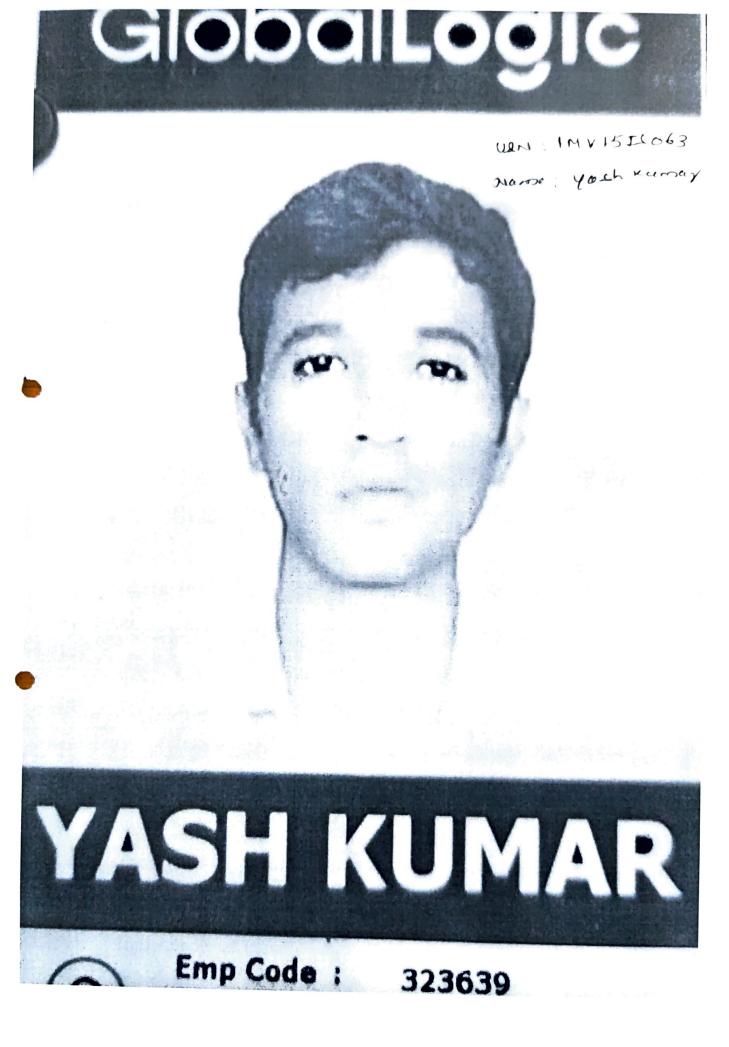
Congratulations on your selection at GlobalLogic!

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:

- 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.
- 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.
- 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.
- 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



2015 5210



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.

1 MY 155 5064

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,

Manoj E G Head – Human Resources

 Micro Focus Software India Private Linitied (Foundy House Softeen Development (India) Pri Cut)

 Micro Focus

 Regd Office : 'LAUREL', Block 'D', 65/2, Bagmana Tech Park, CV Raman Nagar, Byresandia Post, Bangaiste - 560 093. Email : company-sucretary@microlocus.com

 Fax: +91.60.4002.2000 Citle U72200KA1994FTC010008

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## 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 Bottware India Private Limited (Parawaly Noved Sodin are Devergement (India) Put Ltd.)

Micro Focus

Repd Office : "LAUREL". Block '0", 65/2, Begmane Tech Park, CV Rassan Nagar, Byresandre Poel, Bangelore - 550 093. Emisä : company secretary@microfocus.com CIN: U72200KA1954 FTC015506

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

microfocus com



https://mail.google.com/mail/u/0/#inbox?projector=1

Taily Solutions Private Limited

-

ANR Trich Park IIB, No.23 & 24, Hongasandra, Hosur Main Road, Bengaturu - 560 068. 1, 91 (80) 3068 2559. F. 991 (80) 3068 2560 accounts@tallysolutions.com CIN: U72200KA1991PTC012483



IMVISIS086

**Tally Solutions - Offer of Intent** 

Dato: 29/08/2018

Name\_Shubham

College HVIT

Shubham Dear

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.

danhara Bannie

Kankana Barua Chief People Officer

Registered Office : 331 - 336, Reheje Arcade, Koremangala, Bangalore - 560 095, WOIA.

CENTRIX



1 MV 16 IS0406

Private & Confidential MEGHA S PATH #191 2ND MAIN 10TH CROSS MARUTHINAGAR YELAHANKA, KARNATAKA -560064

Date : 23/06/2019

APPOINTMENT LETTER

Dear MEGHAS PATIL

Subsequent to the meetings between <u>Concentrix Services India Private Limited</u> (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

IL THE DELIGITATION

1.1 You shall be appointed to the position of Representative, Operations

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 <u>27/06/2019</u> 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 <u>26/06/2019</u> 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 submat all 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

Sighalure or Candidate

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

Concentrix Services India Private Limited (Formerly known as Manacs i'vt. Ltd.) Registered Address: 3rd Floor, Millenniam Towers, ITPL Road, Brookefield, Bengaluru – 460 057, Karnataka, India 91 ko 4105 6000 + 91 ko 4117 Deck (fax)

CIN UDDDDDKA1995PTCos2040

info@concentrix.com • www.concentrix.com

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# Megha

MEGHA S PATIL

NE

#### 12\* Sept 2019

Mrs NANJAMMA C.G. #16. Chandrappa Building, Opposite to SRI BANK, Ananthapura,SN Halli post, Yelahanka Sri0064. Phone No. 9632493686

#### Deal NANJAMMACG.

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

(d) hay

Recibo

1,05-217

- Effective date: 12\*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

Four 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 derelation 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. Relocation

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.

Recibo Technologies Pyfittd, #317/405, Kempton Kourt, Duo Marvel Layput, Ananthipuca Roud, Yelahanka, Bangalore – 560064, Karnataka, India, Phone : 9972167234, Website : Wyw Proteotech.com



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APPOINTMENT LETTER

September 16, 2019

Mr. Yash Kumar Rao Algarasetti H.no 1-202/3 Bhavani Nagar Malkajgiri,K.V Rangarddy Hytterabad Telangana

Dear Yash Kumar Rao,

## TERMS & CONDITIONS RELATED TO YOUR APPOINTMENT

- APPOINTMENT: The terms governing the Appointment will be effective from the date of joining see September 16, 2019.
- 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 ponsidered 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.

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# MV 15M GOOL

# ABHINAV KRISHNA 801062



INVISMEDOY





## Mu Sigma - Offer of Intent

Date: 25 August 2018

College: <u>Sit MUTT Bangabore</u> Dear <u>Aditya Kumar</u> 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 rumps 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

Deepe. S. Mahook

**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 552 >

## MV15ME009

## SpOvum<sup>\*</sup> Technologies Private Limited

 Office: #19, 20<sup>a</sup> Main Read, Padmanabha Nagar, Bangalare 70
 Facility: #201, 2<sup>ad</sup> Floor, Surya Prema Building, No.15, Plot Ho.1&2, 1<sup>a</sup> Cross, Manjunatha Nagar, Kanakapura Main Road, Bangalare-62
 contact@spanum.com
 080 43717884/ 080 26720906 CIN No U74999KA2016PTC094693 PAN No AAXC52831D TAN No BLR557017C GSTIN 29AAXC52831D120 Better Outcomes through Superior Technology

> 23 Jan 2020 Bangalore Adithiya Sicelcumas

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

Dear Mr Aditya,

www.spovum.com

## LETTER OF OFFER

Concerning the discussions, we have held with you, we are pleased to offer you the position of "Hardware Engineer (Mechanical)". Your "The second sec

T. 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,

Dr Santosh Bhargav D B Director and CTO

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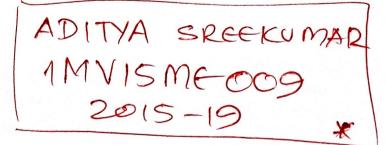
Dear Aditya

You can join our group from 1<sup>st</sup> 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 (+91.80.22933131 (Sec.) | Fax. +91.80.23600134



LT1 Let's Solve 1MV15 ME009 2015-2019 adityasreekumar 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



## 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 Traince System Eng neer

We are pleased to appoint you as **Traince 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.

## I. Medical Fitness:

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

## 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

1.

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 Trainec 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 (a 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 Technology Services Pvt. Ltd. DBS House, 26, Cunningham Road, Bangalore-560052 India Ph# +91-80-41131484 www.stratogent.com CIN: U72200KA2008PTC047542

## Stratogent

IMVISMEDIO

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2015 - 2019 ajay 2015 soni @gmail.

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,

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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.

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Stratogent Technology Services Pvt. Ltd. DBS House, 26, Cunningham Road, Bangalore-560052 India Ph# +91-80-4,1131484 www.stratogent.com CIN: U72200KA2008PTC047542



## IMV15ME012

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

å

Mr. Aman Kumar 5Hosahalli 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 joinin date and initial place of posting. You will also be issued a letter of appointment at the time of you joining after completing joining formalities as per company policy. Your offer is subject to positive background check.

## TEXTRON

Textron India Private Limited Floor 1 & 2, Block 8 (Tower 2) SEZ Campus, Global Village, RVCE Post Mylasandra, Off Mysore Road Bangalore - 560 059. India

CIN: U72900KA2004PTC033677 Tel : +91 80 / 140 9000 Fax: +91 80 7140 9900 www.textron.in

IMVISME015

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 initian will the	
Date of Birth	:As mutually agreed, your date of joining will be on or before 1st September 2021	
Country of Citizenship	:Your Date Of Birth as per our official record is 2nd September 1998	
Reporting Manager	Your reporting managements	
Offer Validity	:Your reporting manager will be Chintamani Ketkar. This is subject to change from time to time	
Employee ID	:This offer is valid up to 3 business days from the date of receipt of the same. :You will be issued your Employee ID upon joining the organization.	

# ·1MV15ME030

Darshan V Buchadi

## TEXPORT OVERSEAS PVT LTD

FRAD-1. Indan the Spinster C. Shines, Names and Land, Barandorn Britter,

Date 25:05/2010

## Mr.DARSHAN, U.B. Bangadore.

With reference to your application and admoquent interviews, we are pleased to confirm out offer for the possion of TRAINEE-FROOL/CTION E/AGINEER" with Traport Gregory Private Limited As manually agreed, you will join on or before 10<sup>18</sup> June 2019.

You are requested in scheme the fidewing document at fuctures of joining.

- 1) Attested copy of all education constitution
  - 2) Allested Copy of selecting later han your previous supple yers.
  - 1) Lagerience Castificere 1982

The remaineration as discussed and instructly egreed would be communicated with the detailed breakup together with a formal tener of appointment unce you report for duty as indicated above

Kindly confirm your acceptance and date of paning.

For TEXPORT OVERSEAS PVT LID

MAHADEVE GOWDA G.M.HR.& COMPLIANCE

Children & Chi



Bangalore Aircraft Industries Pvt. Ltd.

# IMVISME032

## 09th September 2019

## Letter of Appointment

To,

Srinivas Prabhu Gadiraju, #01 Vishnu Priya Block, 4th Cross, Near Subramanya Temple, Bhuveneshwari 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.

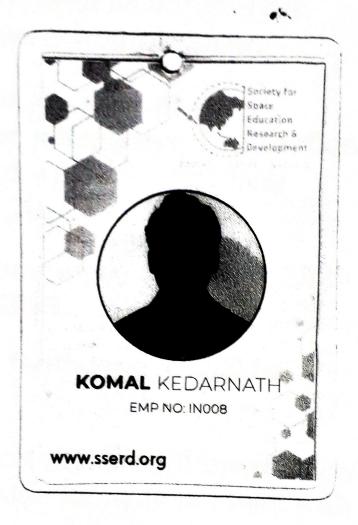
Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

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 Bondar K E Girish Director



IMVISME047 Sserd Design Er



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 1<sup>st</sup> 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.

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# KOMAL KEDARNATH EMP NO: IN008 .

Development

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www.sserd.org



Space Education Research 6 Development NON DAVA S

MVISME

ADNIAD

## SOCIETY FOR SPACE EDUCATION RESEARCH, AND DEVELOPMENT

## INTERN APPOINTMENT LETTER

30-12-2019

Dear Kornal Kedarnath,

It is my pleasure to offer you an employee-in-training appointment as Engineer intern at Society for Space Education, Research and Developm 11 (SSERD). This appointment will begin on 30° of December 2019. I anticipate the appointment will continue at least through 30th of March 2020, contingent upon s 114 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 unthe guidance of Nikhitha C, CEO - SSERD

I look forward to working with you.

Sincerely.

Sreedhar Co-I ounder & Chairman, SSERD -91 7356022339

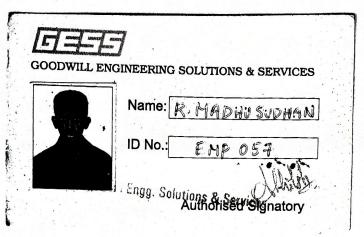


Society for Space Education, Research and Development (SSI RD)

3rd floor, 65'1 C.M. Muniyallappa Complex, Choodasandra, Hengaluru, Karnataka, Sci0031

7+1-191 73560 22339 | +91 8851963215 | I-mail: intodessend org | Website: www.salend-

# IMVISME053 Madhusudhan Raman Design Er'



Contact \* 80959 88431 madhusudhan raman 1@gmail.com

Valid Till	: 1-06-2020 : 31-12-2021 : 15-05-1997	
Blood Group		

GOODWILL ENGINEERING SOLUTIONS & SERVICES 408, 6-B Main, Kalyan Nagar, Il Block, Bangalore-560 043. Ph : 080 25451007 amazon Development Centre India

# 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 ("<u>Probation Period</u>") 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

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Wadpack

Private Limited

The Porfect Package'

N 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

IMV15 ME057 2015-2019

2

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

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 WADRACK PVT LIMITED

OMBRAKASH GENERAL MANAGER - OPERATIONS







# INVISME058

25 October 2019

**PRIVATE & CONFIDENTIAL** 

To whom it may concern,

Re: Manoj G Address: #08 7th cross santhosh nagara attur yelahanka newtwon, 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

Adecco

27 Feb 2020

### Name: Martin Johnson

Place of Deputation : Ghatampur

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.
- Address Proof one set of Photocopy. 6. PAN Card ,Bank A/C details with proof.
- 7.

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:

16-Mar-2019

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

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://campus2cognizant.cognizant.com

Yours sincerely, For Cognizant Technology Solutions India Pvt. Ltd.,

3. 6-1

Suresh Bethavandu Global Head-Talent Acquisition I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant IMVISME 060 2015-2019 farazahmed 1234 @ groail.co 91487 01358



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

Mrigendrassian

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: mrigendraranjan@gmail.com
- Password: ODpHhdnP



Sinhanilesh 066 Ogmail 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 1





# 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 Stahosh

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

niman. chandra77 @gmail.can 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: 491 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

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# Compose

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# Prinkumai 593 G

# Re: Appointment Letter - Toshniwal

Toshniwal\_HR <sales@toshniwal.net> to me\_Kannan 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

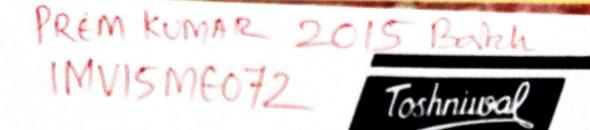
Kindly respond with your status and interest in taking up

Thanks & Regards,

Anuja

Toshniwal Hyvac Pvt.Ltd., 267 Kilpauk Garden Road, Chennai 600010. Ph.No : +91 44 26445626 / 8983. Email : <u>southern.corporate@gmail.com</u> / <u>sales@toshniwa</u> Website : <u>www.toshniwal.net</u>

9945756208



# Toshniwai Hyvac Pvt. Ltd.

Promikumar R Chundrashekarapura Vemagal, Kurgal Kolar, Karnataka - 563101 267, Kilpauk Garden Road, Chennal - 600, 010; (INDIA), CIN : U0311;27N1964PTC010716 GST : 35AABCT00620121

Phone	+91 44 26445626 / 26445983	
Email	salas@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:

 You shall be initially posted at our office at Bangalore situated at Signature Apartment, No.001, 3<sup>rd</sup> Mani Road, RMV II stage, Bhoopansandra, 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 probatio If no satisfactory progress is shown by you in your performance, then your services shall discharged, either during or on the date of expiry of the period of your probation. It shall be the s



Dated: 1st Oct 2019

8

IMV ISME074

# OFFER LETTER

# Dear Mr Purushotham Shenoy.

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

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.
- Probation may extend based on the performance and the employment might end if the company notices unsatisfactory performance.
- 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
СТС	20,082	2,40,984

- 6. PF, ESI, PT, TDS and any other deduction shall be deducted from Gross salary as applicable.
- 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.
- 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.
- 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.

**Appointment Letter - Toshniwal** 

2 messages

Toshniwal\_HR <sales@toshniwal.net> 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> To: Toshniwal\_HR <sales@toshniwal.net>

Wed 19 Dec, 2018 at 4:57 PM

PURUSHOHAM Shenoy

Wed 19 Dec, 2018 at 2:57 PM

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]

# IMVISME077



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 1<sup>st</sup> 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.



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7th and 8th Floor, 58 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, SeshadripuramBangalore Karnataka- 560020

IMVISME079 2015-2019

### 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.

Period without notice/ by providing notice of 10 days of payment in not the option of the 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.

Danske IT and Support Services India Private Limited Email: HRS\_India@danskeit.co.in. CIN: U74900KA2012PTC063260 Telephone: 080-46771000 "Great IT Across Borders" "Great IT Across Borders" 98807946.52 3/5/2020

ATKINS\_ID\_Card.jpeg

JS

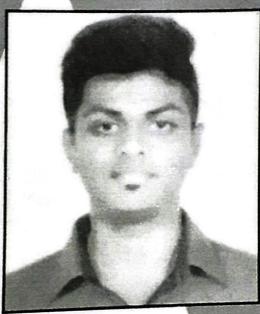
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# Member of the SNC-Lavalin Group



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

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

# Compose

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Sect

Drafts

More

# Confirmation Letter

Inbox x

IMVISME080 2015-19 Bathviknagcvie gmailin

# 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

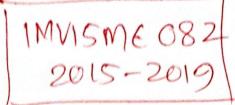
W S Atkins,

10th floor, South Tower, Safina Towers,

Ali Askar Road,

Bangalore, PIN - 560052.

# 974363 2440





setume 0820 gmail. com

9901671079

# Mu Sigma - Offer of Intent

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. Mahash

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

# Danske IT

1

7th and 8th Floor, 58 Building, Plot B, RMZ Ecoworld - SEZ Campus, Outer Ring Road, Deversbeesanahalli, Bangalore - 560 103

Shivam CVam 080 grail.

MVISME 086

2015-2019

### June 1, 2019

Mr. Shivem Kumar #O6.CR Complex.Hosehalli Road.HunasamaranhalliBangalore Kametaka- 562157

### Dear Shivem Kumar,

Congratulations! In view of your curriculum vitae, the information and documents submitted by you and our discussions on the subject we according the subject we according to the subject we according 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:

#### Position (a)

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 heu 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.

#### Place of Work: (b)

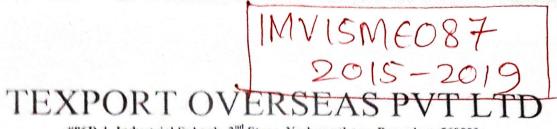
Your place of work shall be RMZ Eco World, Bellandur, Bengaluru. You may be required to relocate to other locations in India or abroad; and/or undertake such travel in and outside India, from time to time, as may be necessary in the interests of the Company's business.

#### Hours of Work: (c)

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

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

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



#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 10<sup>th</sup> Free 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.

Thes will

MAHADEVE GOWDA G.M-HR & COMPLIANCE





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

28 January 2019

Ms. Shri Lekha KP Bangalore 1MV15ME089 2015-2019 Kpstrilekha@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

- 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.

# M Gmail

Shubham Raj <shubhamrsv@gmail.com>

# Infosys Lex platform for Campus Recruits

2 messages

### Varadharaj V <TA\_Vardha@infosys.com>

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

Thu, Dec 20, 2018 at 5:36 PM



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: shubhamrsv@gmail.com
- Password: 3PgyQY6C

Keep learning! Keep winning!

### IN MITTE NA LING

INVISMELOS



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VIKAS NOOLKAR EMP ID NO : TNL71834509 BLOOD GROUP : O+ EMERGENCY NO : 8618321825

www.byjus.com



vinodkv.mvitegmail.

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

961157960

IMVISME108

2015-2019

Mr. Vinod K V #13, Kodihalli VillageKodihalli 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 2641 0114 Website: www.tcs.com Registered Office Nirmal Building, 9th Floor, Nariman Point, Muser

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30 1410/HRUGLUX03/2020-21 Date 19/52/865-21

Dear Soll Jackam,

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Sub Provisional offer for Apprendiceship Training

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We are pleased to inform you that, you have been selected as "GRADE VIE APPRENTICE" in the discipline of MECHANICAL ENGINEERING & ALLIED BRANCHES for the LAR Approximation Training in Bhare: Li curonics limited, Bangalore, under the Apprenticeship Act 196

- You are required to report on Q8.03.2021 at 9:00 AM at Hama: Recorners (HR) Department, Centre for Learning and Development (CLD), Bharat Electronics limited, Jalaita h post, Bangalore -560013.
  - are required to produce the following documents in original along with 1 set of Nertox copies
    - . I proiment details (print out of the user id obtained on registering in National Approxices Web

    - b) Medical I mobile Certificate issued by any registered Medical Practitioner / Discuss
    - an Details of bank account (Account No.) opened with State + trik of India (SB1)
    - d. Police Verification certificate from the competent authority
    - c) haanap size photograph

os are required to report for the training with below mentioned uniform at y -

UNIFORM FOR BOYS	UNIFORM FOR GIRLS
Rendern Gron Chen (Ball am)	Elephant area ( hudidhai
Black Belt (Formal)	Elephan Crey Pytanta
Leather Find shoes & Socks	Americ – light) aki Dopatta Leather – hisk shoen

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

Technics provided by BEI

- Cameen and Transport facilities on chargeable basis
  - Ence OPD Medical facilities at BEL Hospital as per Conqueste ac Free accusent insurance policy for 5 lakhs

TIN

गर्जन्म दन कोर्बोरत जोगिका भागवार। आजहर हिंग केंड हेराः अन्य 045 व is a forgoon ration Negative Our Ring Ford Har.

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(SO 900 and 1400) 555 18 2000 - 1

# TEXPORT OVERSEAS PVT LTD

IMV16ME410 -

2015-2019 prajwal 97ms@gmail.

Date: 25/05/2019

#86D-1, Industrial Suburb, 2<sup>nd</sup> Scage, Yeshwanthpur, Bangalore-560022.

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 10<sup>th</sup> Large 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

Theo will



# ROHITH C IMVIGME413

# TEXPORT OVERSEAS PVT LTD

#86D-1, Industrial Suburb, 2" Stage, Veshwanthpur, 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 10<sup>th</sup> 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



FIWPS111Eb\_E2 - IPA Work Permit 0 3816645- / 08 JUL 2019

EMPLOYER'S COPY

Page 1 of 2



MINISTRY OF MANPOWER MVISME420

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

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

gomnui

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



 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

Ministry of Manpower Work Pass Division

weship //www.mom.gov.sg/contact

Imv16ME420 Sumanthes. Jarah

# 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 10<sup>th</sup> 10<sup>th</sup> 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.

rheswill

MAHADEVE GOWDA G.M-HR & COMPLIANCE



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sumanthsjaralie

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# 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:

Version 10.0 (Feb 2019) 1 Candidate's Signature

- 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 thepre 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.

Version 10.0 (Feb 2019)

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,

Mohan Sekhar

Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Version 10.0 (Feb 2019)

3

Candidate's Signature \_\_\_\_\_

## **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		
5,290		
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.

• <u>Joining Bonus</u>- 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.

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• <u>Additional Bonus</u>- 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

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

1. <sup>#</sup>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.

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Candidate's Signature \_\_\_\_\_

# **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.
- Passport copy, if available (if not please apply immediately). 4.
- 5. Pan Card (Mandatory)
- Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the 6. requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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#### Offer: Computer Consultancy Ref: TCSL/DT20153222844/Bangalore Date: 26/09/2018

Mr. Ashish Kumar Room No 114 Unit 5Sirmvit 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

#### TATA CONSULTANCY SERVICES

VYDEHL 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 1

# 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:

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- 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 thepre 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.

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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,

Mohan Sekhar

Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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Candidate's Signature \_\_\_\_\_

#### **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

5,290
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.

• <u>Joining Bonus</u>- 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.

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• <u>Additional Bonus</u>- 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

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

1. <sup>#</sup>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.

Version 10.0 (Feb 2019)

Candidate's Signature \_\_\_\_\_

#### **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.
- Passport copy, if available (if not please apply immediately). 4.
- 5. Pan Card (Mandatory)
- Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the 6. requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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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/ 2-> /2017-18

DATE: 26/04/2018

### **ATTENTION FINAL YEAR MBA (finance)!**

### Campus recruitment by Resource Pro Operational solutions pvt. Itd (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

Mr. HL. to file

Placement Off bir M. Visvesvaraya In. of Techno



## 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 16<sup>th</sup> of May. It would be 6 days of assessment.

Please find the names below:

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

Regards,

Megha

MS-HI-to fele and inform Students accordingly — lindly encure all To the above Students attend all b days of asserment-ogloshe withaut-fail. Attendance can be given to the above shilent.





#### 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 <u>www.resourcepro.com</u>



## **Resource**Pro

#### 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.

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Yours sincerely,

Thulasi R Manager - Talent

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