



ವೀರಶೈವ ವಿದ್ಯಾವರ್ಧಕ ಸಂಘ, ಬಳ್ಳಾರಿ.

Principal :9448043949
(08392) - 245328
Off: 244809
Fax: 242148

ರಾವ್ ಬಹದ್ದೂರ್ ವೈ.ಮಹಾಬಲೇಶ್ವರಪ್ಪ ತಾಂತ್ರಿಕ ಮಹಾವಿದ್ಯಾಲಯ, ಬಳ್ಳಾರಿ

(ಪೂರ್ವದ್ವಿ ವಿಜಯನಗರ ತಾಂತ್ರಿಕ ಮಹಾವಿದ್ಯಾಲಯ)

THE VEERASAIVA VIDYAVARDHAKA SANGHA'S

RAO BAHADUR Y.MAHABALESWARAPPA ENGINEERING COLLEGE

(FORMERLY VIJAYANAGAR ENGINEERING COLLEGE)

CANTONMENT, BALLARI - 583104. (KARNATAKA)

(AFFILIATED TO VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI & APPROVED BY AICTE, NEW DELHI)

e-mail: principalrymec@gmail.com, principal@rymec.in

Website: www.rymec.in

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL (NAAC)

5.2.1 Placements and Higher Studies

sno	Documents maintained	Link
1	Placement	https://rymec.edu.in/wp-content/uploads/2022/12/DVV-5.2.1-Placement
2	Higher Studies	https://rymec.edu.in/wp-content/uploads/2022/12/DVV-5.2.1-Higherstudies


PRINCIPAL

R.Y.M. Engineering College,
(Formerly Vijayanagar Engg. College)
Cantonment, Bellary-583 104.

Offer Letters

AY: 2017-18



05

Offer: Computer Consultancy
Ref: TCSL/CT20161979879/Bangalore
Date: 10/01/2018

Ms. Swetha S
Ward No 16Sriram Pur Colony,
Pawan Hotel,
Bellary-583101,
Karnataka.
Tel# 91-9740777168

Dear Swetha S,

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 **IT Infrastructure Services (ITIS)** 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within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be 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/CT20161979879

1

TATA CONSULTANCY SERVICES

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



06

Offer: Computer Consultancy
Ref: TCSL/CT20161901393/Bangalore
Date: 10/01/2018

Mr. Mnarasimha Murthy Rao
D.No.-198/25,Near Journalist Colony,Ballari,
Belgal Cross,
Ballari-583104,
Karnataka.
Tel# 91-9449114985

Dear Mnarasimha Murthy Rao,

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 **IT Infrastructure Services (ITIS)** 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.

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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/CT20161901393

1

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



07

Offer: Computer Consultancy
Ref: TCSL/CT20161871818/Bangalore
Date: 10/01/2018

Ms. Parimala V R
Ward No-29, House No-265 Bandihatti Road,
Near B.S.N.L Tower Bandihatti(Post), Cowl Bazar,
Bellary-583102,
Karnataka.
Tel# 91-8618712633

Dear Parimala V R,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer you will be 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/CT20161871818

1

TATA CONSULTANCY SERVICES

VYDEHI RC I 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



08

Offer: Computer Consultancy

Ref: TCSL/CT20161871146/Bangalore

Date: 10/01/2018

Ms. Neha R Kulkarni
C/O Pullanna Compound, Behind Jain Temple Patel Nagar,
Patel Nagar,
Ballari-583101,
Karnataka.
Tel# 91-8618398059

Dear Neha R Kulkarni,

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 here in. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer you will be 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/CT20161871146

TATA CONSULTANCY SERVICES

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

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

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

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



10

Offer: Computer Consultancy
Ref: TCSL/CT20161854597/Bangalore
Date: 10/01/2018

Ms. M Swathi
"Sri Vishnupriya" 5th Cross(L), M.V.Nagar, Kappagol Road, Bellary,
Durgamma Temple,
Bellary-583101,
Karnataka.
Tel# -

Dear M Swathi,

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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be 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.

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TCSL/CT20161854597

1

TATA CONSULTANCY SERVICES

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



11

Offer: Computer Consultancy

Ref: TCSL/CT20161866210/Bangalore

Date: 10/01/2018

Ms. Nikitha Ks

Basweshwar Nagar 1st Cross 2nd Link Road ,Bellary1st Cross 2nd Link,
Basweshwar Nagar,
Bellary-583101,
Karnataka.

Tel# 91-9739080547

Dear Nikitha Ks,

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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be 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/CT20161866210

TATA CONSULTANCY SERVICES

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

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

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

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

SLK SOFTWARE

Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045,

T +91 80 4180 5721 / 6690 4721

F +91 80 4050 1921 Date: 09/10/2017



42

Mr. KUNCHETTI SAI KIRAN

Dear Sai Kiran,

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

We have pleasure in offering to hire you to the position of a **"Trainee - Software"**, subject to the terms of this offer.

Your annual compensation (CTC) will be as given below.

- Rs.2, 80,000/- (Rupees Two Lakh Eighty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Authorized Signatory

I agree & accept the terms and conditions of my prospective employment as mentioned above.

Signature: _____ Date: _____

Regd. Office: SLK Software Services Pvt. Ltd. "SLK1", 407A, KHB Industrial Area, Yelahanka New Town,
Bengaluru-560 064, India. T +91 80 4180 5721 / 6740 4721, F +91 80 4050 1921

www.slkgroup.com

CIN: U72200KA2000PTC027503

contact@slkgroup.com

Date: 13-5-2018

Interim Offer Letter

54 #

Dear B.K.Sree Chandana

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Caller Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance**. You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of **Rs 25000/- (Twenty Five Thousand rupees)** to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proposed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,



Kesavan M
Asst. Manager – Human Resource

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, RR Nagar, Bangalore - 560 098, Tel: +91 96375 28003

Salem: 4/14, Riddipatti Road, Manamangalam, Salem - 636 302, Tel: +91 427 2341 064

Salem SEZ: Plot No: 14, IT/ITES ELICOT SEZ, Salem to Bangalore NH-7 Road, Jigar Annampalayam Village, Samanthaluram SRO, Salem - 636 302, Tel: +91 427 2340290

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thirumapakkam - 600 097, Tel: +91 044 2433 1335

USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837



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Date: 13-5-2018

Interim Offer Letter

Dear LAHIRI

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Caller Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum** and after **confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance**. You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

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- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,

for Vee Technologies Pvt. Ltd.,

Kesavan M

Asst. Manager – Human Resource

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Sreehar Complex, 16th Cross, 8th Main Road, RR Nagar, Bangalore - 560 098, Tel: +91 96325 78003

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Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thorapakkam - 600 097, Tel: +91 044 2423 1235

USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837

www.veetechnologies.com



I CONSTRUCTION AND DEVELOPERS

43

SHANBHANG CIRCLE, NEAR ICE LAND HOTEL, HOSPET-583201

Ref No. IC/AO/44/2018

Date: 05.09.2018

LETTER OF APPOINTMENT

Name: MANJUNATH MAL
Address: Room no:28
White house
Sundara nagara, Ballari

Dear MANJUNATH MAL

We refer to your recent interview for the "SITE ENGINEER" position and are pleased to inform that we are offering you the above position with our company effective from 10/09/2018 under the following terms and conditions:

- **Salary:** you will get a salary of **Rs.15,000/-** with accommodation .
- **Working hours :** Monday to Saturday 9.00am to 5.00pm.
- **Leave policy:** you're entitled with **15 days /year**. Including CL,SL and EL.
- **Notice period:** if you are desired to leave the company, minimum of 1month notice period has to serve.


ASHOK C

I CONSTRUCTION & DEVELOPERS



Sri Siddarameshwara Constructions

Masudipur Village, Goturu Post, Ballari Tq, Ballari Dist.

K. M. Ramalingana Gouda

Mobile : 9611887097

REF: SSC: AL: 42/2018

Date : 09-06-2018

To,
Mr. NAGARAJA M H,
Sc colony,
Chellagurki post,
Ballari district and taluk 583111

44

Mr. NAGARAJA M H,

With reference to your application and the subsequent interview, we are pleased to offer you an appointment as " Jr. SITE ENGINEER" for subject to the terms and conditions of service, as mentioned in the enclosed Annexure.

Please sign the duplicate copy of this letter and Annexure as a token of acceptance of appointment and the terms and conditions of service, and return the same at the earliest along with intimation of expected date of joining the service.

Thanking you,

Yours faithfully,
For SRI SIDDARAESHWARA CONSTRUCTIONS.,

ANNEXURE
Terms and Conditions of Appointment and Service

01. This appointment will take effect from the date of your joining the company which should not be later than April, 2019
02. - The appointment is made on the clear understanding that you had supplied all true material facts about your physical and mental fitness and suitability for employment to the best of your knowledge and belief. Should it be found afterwards that you had given wrong or insufficient information misrepresenting or suppressed facts, your services shall be liable to be summarily terminated without prejudice to the company's right to take appropriate action. without notice and without paying any compensation in-lieu of notice.
03. You will be eligible for Casual / Privilege leave as per leave rules of the company.
04. In case you remain unauthorisedly absent for a consecutive period of 8 days or overstay the period of authorised leave without prior approval of the management, you shall be liable to loose lien on your employment. On such event it shall be deemed that you have voluntarily abandoned your service in the company and your name shall stand struck off from the rolls of the company..
05. You will be on probation for a period of One Year from the date of appointment. During this period, you will be paid an all inclusive salary of Its. 18,000.00 comprising of Basic Rs.8,500.00, H.R.A. Rs. 2,430.00, Conveyance Reimbursement of Rs. 1,600.00, Other Allowance Rs. 230. and Cost of living allowance Rs. 5,240.00 (cost of living allowance will be applicable as per C.P.Index at that time) per month. On completion of this Period- you may be confirmed if your services are Sound- satisfactory. -Unless- confirmed in writing you will be deemed to be continuing on probation. If the company is not satisfied with your work or conduct, your services shall be liable to termination, without notice without assigning any reasons whatsoever, during or on completion of probationary period.
06. You will be entitled to P.F., Group Gratuity Life Assurance, Group Insurance in lieu of EDLI, Group Term Policy, Leave Travel Concession etc., as per the company rules.
07. Your all-inclusive monthly salary may be restructured, at a later date, if so considered expedient, into different salary components in accordance with any Government Order or otherwise as circumstances may demand.
08. The future salary progression shall be at such intervals and at such rate as may be decided by the management, at its discretion, taking into consideration the company's performance, and your own performance.
09. In addition to your primary functions, duties and responsibilities, you may be called upon to perform such additional, allied or incidental duties as may be required.

10. You shall render service with due care and highest standards of professional competence with integrity and always promote the interest of the company and shall in all respects confirm to and act in accordance with directions. which may be given by the company from time to time.

11. You shall engage yourself whole time for company's service and shall not .associate yourself with any Consultancy or Trade or business / employment or any other activity-honorary or otherwise except with prior written sanction of the Managing Director.

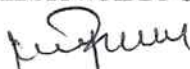
12. You shall not disclose or give out to any unauthorised person, any proprietary or confidential information or documents relating to the products. research, designs. product development, services, business or operations. nor use the same for any purpose other than the company's during the period of your employment in the company or after cessation of employment in the company.

13. In all those other service matters not specifically mentioned in this Annexure, you shall be strictly governed by the Rules. Regulations and the standing orders of the company as in force or amended from time to time.

14. Notwithstanding any of the clauses as abuse, your employment is terminable either by the company or yourself without assigning any reason whatsoever by giving Two months written notice or payment of salary in lieu thereof.

15. You shall handover two passport size photographs. attested copies of Date of Birth Certificate, Educational Qualifications and Service Certificates (if any).

for SRI ~~SRI SIDDHARTHA CONSTRUCTIONS~~ CONSTRUCTIONS.,


Partner

I accept the above terms and conditions of my appointment.

NAME: NAGARAJA M H

DESIGNATION : Jr. SITE ENGINEER

SIGNATURE:

Joining letter from Raaga Constructions Inbox

45★

?

harshitha Behura

to me, Ranganath

16 Jul View details



Dear Pampapathi.V,

We welcome you to our Raaga Constructions family. We would like you to report at our office on 20.07.2018 sharp at 8:00am. Waiting for your presence.

Thanking you.

Regards,

Harshitha Behura

Deputy Manager- Vendor and Procurement
harshitha@raagagroup.com

RAAGA
CONSTRUCTIONS



GPEC

GANI PROPERTIES ENGINEERS AND CONTRACTORS

SP CIRCLE, JAIL ROAD BALLARI-583103

AKSHAY CHAUHAN
B.E(CIVIL ENGG)
8618747501

46

Ref No. GP/ /21 /2018-19

Date: 25.09.2018

LETTER OF APPOINTMENT

Name: Ricky Emmnual D
Address: # 31,Kuvempu nagar,
Ballari-583104

_Dear Ricky Emmnual D

Appointed as Site Engineer,

We refer to your recent interview for the above position and are pleased to inform that we are offering you the above position with our company effective from 30/10/2018 under the following terms and conditions:

- **Salary:** you will get a salary of **Rs.15,000/-** + travelling expenses.
- **Working hours :** Monday to Saturday 9.00am to 5.00pm (during construction progress if time exceeds as mentioned has to be in site)
- **Leave policy:** you're entitled with **15 days /year**. Including CL,SL and EL.
- **Notice period:** if you are desired to leave the company, minimum of 1month notice period has to serve.

AKSHAY CHAUHAN

GANI PROPERTIES ENGINEERS AND CONTRACTORS



ಕರ್ನಾಟಕ ಲೋಕಸೇವಾ ಆಯೋಗ

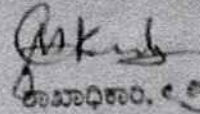
ಸಂಖ್ಯೆ:ಇಎ(1) ಆರ್ 266-508/2018-19/ಎಎಸ್.ಸಿ.

ಲೋಕಸೇವಾ ಆಯೋಗದ ಕಛೇರಿ,
"ಕಾಂಪ್ಲೆಕ್ಸ್ ಕೆಎಫ್"
ಬೆಂಗಳೂರು, ದಿನಾಂಕ:24-11-2018.

ಹಿಂಬರಹ

SUDHAKARA V(1105857)
S/O HULUGAPPA V
NEAR BANNI MAHANKALI TEMPLE; ORVAI
ORVAI(P)-583113
BALLARI
PIN: 583113

ಕರ್ನಾಟಕ ಲೋಕಸೇವಾ ಆಯೋಗವು ದಿನಾಂಕ:22-06-2017ರ ಅಧಿಸೂಚನೆಯಲ್ಲಿ ಅಧಿಸೂಚಿಸಿದ್ದ ಜಲ ಸಂಪನ್ಮೂಲ ಇಲಾಖೆಯ ಕಿರಿಯ ಅಭಿಯಂತರರ (ಸಿವಿಲ್) 243(159+84(ಹೈಕ)) ಹುದ್ದೆಗಳಿಗೆ ನೀವು ಸಲ್ಲಿಸಿದ್ದ ಅರ್ಜಿಯನ್ನು ಉಲ್ಲೇಖಿಸುತ್ತಾ, ಸದರಿ ಹುದ್ದೆಗಳಿಗೆ ನಡೆಸಿದ ಸ್ಪರ್ಧಾತ್ಮಕ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಪಡೆದಿರುವ ಅಂಕಗಳು ಹಾಗೂ ಪ್ರಸಕ್ತ ಚಾಲ್ತಿಯಲ್ಲಿರುವ ಮೀಸಲಾತಿ ನಿಯಮಗಳನ್ವಯ ನೀವು ಸದರಿ ಹುದ್ದೆಗೆ ಆಯ್ಕೆಯಾಗಿದ್ದು, ಅಂತಿಮ ಆಯ್ಕೆಪಟ್ಟಿಯನ್ನು ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:ಡಿಇ(1)ಆರ್ 263/18-19/ಎಎಸ್.ಸಿ. ದಿನಾಂಕ:24-11-2018ರಂದು ಪ್ರಕಟವಾಗಿದೆ. ಅಂತಿಮ ಆಯ್ಕೆಪಟ್ಟಿಯನ್ನು ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಜಲಸಂಪನ್ಮೂಲ ಇಲಾಖೆ, ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ, ವಿಶಾಸ ಸೌಧ, ಬೆಂಗಳೂರು-560 001, ಇವರಿಗೆ ಮುಂದಿನ ಅಗತ್ಯ ನೇಮಕಾತಿ ಪ್ರಕ್ರಿಯೆಗಾಗಿ ಕಳುಹಿಸಲಾಗಿದೆ. ನೇಮಕಾತಿ ಆದೇಶದ ಬಗ್ಗೆ ಸದರಿ ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರವನ್ನು ಸಂಪರ್ಕಿಸುವಂತೆ ಈ ಮೂಲಕ ಸೂಚಿಸಿದೆ.



ಇಲಾಖಾ ಪರೀಕ್ಷೆಗಳು,
ಕರ್ನಾಟಕ ಲೋಕಸೇವಾ ಆಯೋಗ.



AKSHAY CHAUHAN
B.E(CIVIL ENGG)
8618747501

GANI PROPERTIES ENGINEERS AND CONTRACTORS

SP CIRCLE, JAIL ROAD BALLARI-583103

48

Ref No. GP/122/2018-19

Date:25.09.2018

LETTER OF APPOINTMENT

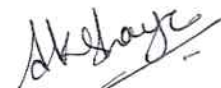
Name: Vasanth Kumar B
Address: # 42,Vinayaka nilaya,
parvathi nagar, Ballari

_Dear Vasanth Kumar B

Appointed as Site Engineer,

We refer to your recent interview for the above position and are pleased to inform that we are offering you the above position with our company effective from 30/10/2018 under the following terms and conditions:

- **Salary:** you will get a salary of **Rs.15,000/-** + travelling expenses.
- **Working hours :** Monday to Saturday 9.00am to 5.00pm (during construction progress if time exceeds as mentioned has to be in site)
- **Leave policy:** you're entitled with **15** days /year. Including CL,SL and EL.
- **Notice period:** if you are desired to leave the company, minimum of 1month notice period has to serve.


AKSHAY CHAUHAN

GANI PROPERTIES ENGINEERS AND CONTRACTORS



GST No. : 29ADJFS3020L1ZU

Sri Siddarameshwara Constructions

Masulipuri Village, Goram Peta, Ballari Tq, Ballari Dist

K. M. Ramalingana Gouda

Mobile : 9611887097

49

Date 09-06-2018

REF: SSC: AL: 43/2018

To,
Mr. VENKATESHA S,
Hosadevalapur, Kenchanagudda (P),
Siruguppa (TQ)
Ballari.

Mr. VENKATESHA S,

With reference to your application and the subsequent interview, we are pleased to offer you an appointment as " Jr. SITE ENGINEER" for subject to the terms and conditions of service, as mentioned in the enclosed Annexure.

Please sign the duplicate copy of this letter and Annexure as a token of acceptance of appointment and the terms and conditions of service, and return the same at the earliest along with intimation of expected date of joining the service.

Thanking you, Sri Siddarameshwara Constructions


Partner

Yours faithfully,
For SRI SIDDARAESHWARA CONSTRUCTIONS.,

ANNEXURE
Terms and Conditions of Appointment and Service

01. This appointment will take effect from the date of your joining the company which should not be later than April, 2019

02. - The appointment is made on the clear understanding that you had supplied all true material facts about your physical and mental fitness and suitability for employment to the best of your knowledge and belief. Should it be found afterwards that you had given wrong or insufficient information misrepresenting or suppressed facts, your services shall be liable to be summarily terminated without prejudice to the company's right to take appropriate action. without notice and without paying any compensation in-lieu of notice.

03. You will be eligible for Casual / Privilege leave as per leave rules of the company.

04. In case you remain unauthorisedly absent for a consecutive period of 8 days or overstay the period of authorised leave without prior approval of the management, you shall be liable to loose lien on your employment. On such event it shall be deemed that you have voluntarily abandoned your service in the company and your name shall stand struck off from the rolls of the company..

05. You will be on probation for a period of One Year from the date of appointment. During this period, you will be paid an all inclusive salary of Its. 18,000.00 comprising of Basic Rs.8,500.00, H.R.A. Rs. 2,430.00, Conveyance Reimbursement of Rs. 1,600.00, Other Allowance Rs. 230. and Cost of living allowance Rs. 5,240.00 (cost of living allowance will be applicable as per C.P.Index at that time) per month. On completion of this Period- you may be confirmed if your services are Sound- satisfactory. -Unless- confirmed in writing you will be deemed to be continuing on probation. If the company is not satisfied with your work or conduct, your services shall be liable to termination, without notice without assigning any reasons whatsoever, during or on completion of probationary period.

06. You will be entitled to P.F., Group Gratuity Life Assurance, Group Insurance in lieu of EDLI, Group Term Policy, Leave Travel Concession etc., as per the company rules.

07. Your all-inclusive monthly salary may be restructured, at a later date, if so considered expedient, into different salary components in accordance with any Government Order or otherwise as circumstances may demand.

08. The future salary progression shall be at such intervals and at such rate as may be decided by the management, at its discretion, taking into consideration the company's performance, and your own performance.

09. In addition to your primary functions, duties and responsibilities, you may be called upon to perform such additional, allied or incidental duties as may be required.

10. You shall render service with due care and highest standards of professional competence with integrity and always promote the interest of the company and shall in all respects confirm to and act in accordance with directions. which may be given by the company from time to time.

11. You shall engage yourself whole time for company's service and shall not .associate yourself with any Consultancy or Trade or business / employment or any other activity-honorary or otherwise except with prior written sanction of the Managing Director.

12. You shall not disclose or give out to any unauthorised person, any proprietary or confidential information or documents relating to the products. research, designs. product development, services, business or operations. nor use the same for any purpose other than the company's during the period of your employment in the company or after cessation of employment in the company.

13. In all those other service matters not specifically mentioned in this Annexure, you shall be strictly governed by the Rules. Regulations and the standing orders of the company as in force or amended from time to time.

14. Not withstanding any of the clauses as abuse, your employment is terminable either by the company or yourself without assigning any reason whatsoever by giving Two months written notice or payment of salary in lieu thereof.

15. You shall handover two passport size photographs. attested copies of Date of Birth Certificate, Educational Qualifications and Service Certificates (if any).

for SRI SIDDARAESHWARA CONSTRUCTIONS.,

~~For Sri Siddarameswara Constructions~~


Partner

I accept the above terms and conditions of my appointment.

NAME: VENKATESHA S

DESIGNATION : Jr. SITE ENGINEER

SIGNATURE:

"SREE KURUGODU DODDA BASAVESHWARA PRASANNA"

Tell: 0839-267012

Cell: 9900994032, 8880738888, 9902781027, 9964645918

MSG CONSTRUCTIONSNO.49, Renuka Nagar, 5th Cross, Talur Road, Ballari-583103E-Mail: msgconstructions@gmail.com

50

Ref: MSh/2018/7/295

Date: 29/07/2018

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. VIRUPAKSHIGOUDA M**, has been working with us from **25.07.2018** as a **"Site Engineer"** in our firm. He/she has been involved in Planning & Execution of the projects, Estimations, Valuations for Banks & Architectural works. His/her performance in our firm has been very good. We found him very punctual, hardworking & inquisitive.

He/she was working in our firm on his own accord for better prospects, we wish him/her bright prospects in future.



M/s. MSG CONSTRUCTIONS
#49, W.No 1, Renuka Nagar,
5th Cross, Talur Road,
BALLARI- 583 103. Karnataka

51

To,

Date: 1st June 2019

Mr Yariswamy G
21st ward, Near Huchhirappa Temple
Anodi Road, Bellary

With reference to your application and further to the personal interviews you had with us, we have pleasure in appointing you as **Site Engineer** in our company. Your appointment will be effective on the following terms and conditions

- 41) You will be on probation for period of 6 months. During probation your services will be terminated at any time without assigning any reasons. Unless confirmed in writing, you will be deemed to be probationer even after the expiry of the probation period. You will become a permanent employee of the company only when letter of confirmation is issued to you.
- 42) During probation period you will not be eligible for any leaves. On confirmation you will be entitled to paid leave in accordance with company's leave Policy
- 43) Details of your salary break up with components are as per the below
- 44) The following general conditions of employment will apply to you
 - 4.1) you shall devote your whole time and attention exclusively to the duties entrusted to you and will not do any other direct/indirect business of work, honorary or remunerator, expect with the written permission of the company in each case
 - 4.2) you shall not seek membership of any local or public bodies without first obtaining written permission from the company
 - 4.3) you shall diligently and faithfully carry to the best of your power, skill and ability, Instructions given to you by your superiors in connections with the business and improve and further the business and interests of the company.
 - 4.4) You shall not during your employment and or continued employment hereunder or at any time thereafter divulge or disclose to any person or third party whomsoever or make any use whatsoever for your own purpose or for any other purpose other than that of the company of any confidential or proprietary information or knowledge obtained by you during your employment relating to the business or affairs of the company or its parents or subsidiaries

MARVEL PROPERTIES

Head Office : The Millenia, Tower B, Plaza Level No. 1 & 2, Murphy Road, Ulsoor, Bangalore - 560 008
Branch Office : Dr. R I Dugani Building, 4th floor, Opp. Vasan Eye Care, Near Court Circle, Hubli - 580 029. Karnataka T: 91-836-2254100
Email : support@marvelproperties.co.in Web : www.marvelproperties.co.in

4.5) You will undergo such medical examination as to the company may require of you from time to time at the company's cost by any doctor or doctors nominated by the company for the purpose .If, from such examination, the company is of the opinion that continuance of your service is not desirable or that you are incapable of discharging your duties satisfactorily, The company may terminate your services

4.6) your service can be transferred to any of our establishment in India

45) After confirmation your employment will be subject to termination at any time by giving one month notice (30 days) in writing on either side or by the payment of salary in lieu of notice.

46) However, your employment is also subject to termination without notice or payment in lieu of notice in the following eventualities.

A) Any information provided by you during the selection process , documentation or otherwise being found false or misleading by the company or its authorized representative

B) Breach of Marvel properties Code of Conduct

47) Please confirm that you will be reporting for duty on failing which this offer of appointment will stand automatically withdrawn

48) The above appointment is subject to our receiving satisfactory medical fitness report from the doctor

49) Leave Entitlement

A) Employees will be entitled to 18 days leave on full pay in a year - to be called Annual Leave (AL). On January 01 every year each employee's leave account

B) AL may be used for medical reason, casual personal need, and yearly vacation or for Rest & Recreation

C) AL can also be used for taking half day leaves for emergencies

50) Other benefits

ESIC (Employees' State Insurance)

Employee ID: MP040	
Name: Yariswamy G	
Designation: Site Engineer	
Compensation:	Rs.Per Month
BASIC SALARY:	Rs. 10800
HRA	Rs. 4320
CONVEYANCE	Rs. 1200
OTHERS ALLOWANCES	Rs. 500
Other Employer Costs:-	
EMPLOYERS PROVIDENT FUND	Rs. 1800
ESIC	Rs. 294
Statutory Deductions:	
PROVIDENT FUND (EE)	Rs. 1800
PROFESSIONAL TAX	Rs. 200
Take Home:	Rs. 14526

Marvel Properties


Authorized Signatory



I hereby accept the above mentioned terms and conditions

Name: Yariswamy . G


Signature

Date:



07

282

REF: CMS/CCP/RBYMEC-18/01121

To,

Goutham Talavar,

Greeting from CMS IT Services Pvt Ltd.

Sub: Provisional Offer Letter to CMS IT Services Pvt Ltd

Congratulations

This is with reference to the campus interview which you have attended at **Rao Bahadur Y. Mahabaleswarappa Engineering College, Bellary.**

It is our pleasure to inform you that, you have been selected for the post of Associate Technical Engineer through "Campus Connect Program".

About CMS IT Services Pvt Ltd.,

CMS is a leading IT & outsourced business services provider with extensive reach across India. We offer a wide bouquet of services across the value chain, focusing on Retail Banks, Insurance, Telecom, Retail, PSU and Government segments. We serve over 700 large customers in India.

With several customers who are market leaders in their own space, the relationship has spanned across decades and multiple business lines. These customers are supported by 21,000+ team members, spread across over 100 offices across India.

Our offerings span application services, systems integration, IT infrastructure management, IT training businesses with market leadership in outsourced cash logistics, transaction printing, card personalization and self-service solutions businesses.

The website of the company is <http://www.cmsitservices.com>

CMS IT Services Private Limited - 61, Radius Building, 2nd Floor, Plot No-61, Street No-13, MIDC, Andheri (E), Mumbai-400093. Tel.: +91 (22) 3088 8881-85 | fax +91 (22) 3088 8886. **www.cmsitservices.com**.

08

Offer Ref No: 19877
 Dated: May 7, 2019

Vidyashree
 Venkateshwar Sharaya Pg For Ladies 2Nd Cross, Maheshwari Nagar
 Mahadevpura Bangalore 560048

Offer – cum – Appointment Letter

Dear Vidyashree,

Reference to your application for a suitable opportunity for training with us, to improve your skill set, employability and the subsequent discussions that you had with us, we are pleased to inform that you are being appointed as **"ASSOCIATE TRAINEE ENGINEER"** in our Company at Bangalore under the **Board of Apprenticeship Training (BOAT) program**, on the following terms and conditions:

1. JOINING:

You are expected to join for training on **May 8, 2019 (9.30 AM)** at the above location. This offer is subject to your joining on the said date and in case you fail to join on the given date, the offer for Apprenticeship Training will become null and void.

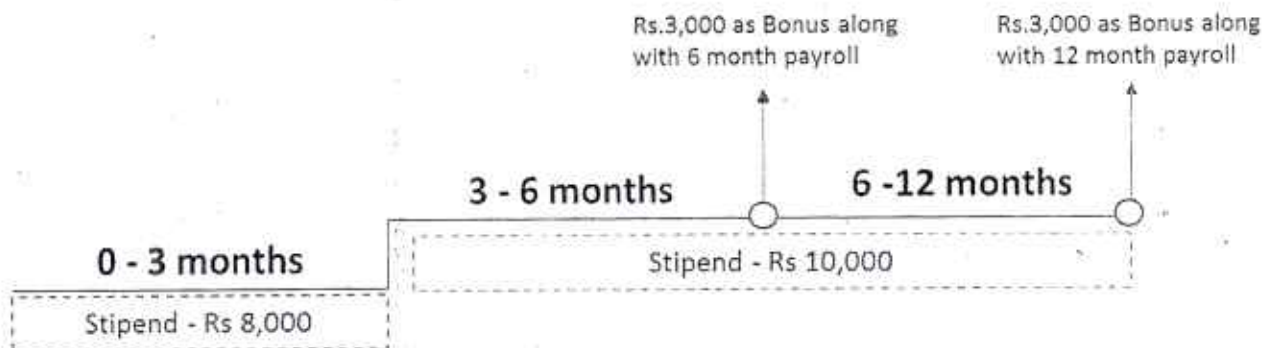
2. TRAINING:

You will go under training with us for a period of one year from the Date of Joining. On successful completion of training, you may be appointed for a fixed period of one year depending on availability of suitable opportunity with us and your competency and willingness, at the sole discretion of the management.

3. STIPEND:

You will be entitled to a total stipend of **Rs.1,20,000/-** (Rupees One lakh twenty thousand only) per annum during your training with the company as an **"ASSOCIATE TRAINEE ENGINEER"**, and the salary will be disbursed as per details given below:

- 1) For the first 3 months (from actual date of joining) your stipend will be **Rs.8000/-** per month and paid through pay-roll.
- 2) From 4th month to 12th month (from actual date of joining) your stipend will be **Rs.10,000/-** per month and paid through pay-roll.
- 3) You will be eligible for performance bonus payment as per details given below:
 - (a) **Rs.3000/-** along with stipend for **6th month**, to be paid through pay-roll. You will NOT BE eligible for this bonus payment if you resign from the traineeship before completion of 6 months from actual date of joining.
 - (b) **Rs.3000/-** along with stipend for **12th month**, to be paid through pay-roll. You will NOT BE eligible for this bonus payment if you resign from the traineeship before completion of 12 months from actual date of joining.





03-Dec-2018

Deji Sri Vidya,
B.E. Electronics & Communication Engg
Rao Bahadur Y. Mahabaleswarappa Engg. Clg

Candidate ID - 12679653

In continuation to our discussions, we are pleased to offer you the role of **Engineer 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 errors in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com/cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Berthavanda
Global Head-Talent Acquisition

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

Signature :

Date:

Date: 01st September, 2019
Ref: CSE/19/CE1161

Appointment Letter

Dear Bindushree E,

We are pleased to appoint you as "Executive - TA" and your grade will be "P1" in Compassites Software Solutions Pvt., Ltd.

You are in a place where you can learn and share at every moment of your existence. We hope your career with us will be in a right direction to reach your goal.

We take this opportunity to welcome you to our family of Compassites and look forward to a long association.

Your Cost to the Company will be 2,16,000/- per annum that is inclusive of all allowances and other benefits. The salary will be paid on monthly basis.

The terms and condition of your employment is attached herewith. Please sign a copy of this letter as a token of acceptance and return it to us.

All the best

For Compassites Software Solutions Pvt. Ltd.,


Malathi Rajshekar
Head - Human Resources




Confidential



1 Apr, 2019

H. YOGARAJ

#66/67, Krishna colony, Opp Nalanda School, Moka road

Ballari, 583103
India

Dear H.,

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

We have pleasure in appointing you as IT Ops/Support Analyst I at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 30 Apr, 2019.

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

You are expected to report at Sy No.9/1, 91/2 & 91/3 Veerasandra Village, Electronic City Pha Bangalore, Karnataka 560100 at 10:30 am to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross Salary will be INR 368,000.00 per annum.

1.1 Basic Salary

You will be eligible for a Basic Salary. The amount towards the basic salary is INR 147,200.00

1.2. Flexible Benefit Plan (FBP):

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

1.3. Provident Fund:

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

1.4. Gratuity:

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

1.5 Variable Pay Program



30 Nov, 2018

SHAIK MOHAMMED WAJID SHAIK

Dear SHAIK MOHAMMED WAJID,

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

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

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

A handwritten signature in cursive script that reads 'Arun D Rao'.

Arun D Rao
Director - Human Resources

* This is an electronically generated letter and hence does not require a signature.



Offer: Computer Consultancy

Ref: TCSL/CT20161866210/Bangalore

Date: 10/01/2018

Ms. Nikitha Ks

Basweshwar Nagar 1st Cross 2nd Link Road ,Bellary1st Cross 2nd Link,

Basweshwar Nagar,

Bellary-583101,

Karnataka.

Tel# 91-9739080547

Dear Nikitha Ks,

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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be 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/CT20161866210

1

TATA CONSULTANCY SERVICES

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

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

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

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



Offer: Computer Consultancy

Ref: TCSL/CT20161866203/Bangalore

Date: 10/01/2018

Ms. Ashwini Maheshgouda
57Parvathi Nagar 2nd Main,
Dead End Of Parvati Nagar Park,
Bellary-583101,
Karnataka.
Tel# 91-9731825784

Dear Ashwini Maheshgouda,

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 **IT Infrastructure Services (ITIS)** 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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be 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/CT20161866203

TATA CONSULTANCY SERVICES

WIDEH RC 1 BLOCK #2, EPIP Whitefield, Bangalore 560 066 India

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

Registered Office: Nandam Building, 9th Floor, Narayan Point, Mumbai 400 021

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



Offer: Computer Consultancy

Ref: TCSL/CT20161866193/Bangalore

Date: 10/01/2018

Ms. Srividya K
House No.8d Ward No.17Guru Krupa Colony,
Patel Nagar,
Ballari-583101,
Karnataka.
Tel# 91-9448320899

Dear Srividya K,

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 **IT Infrastructure Services (ITIS)** 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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be 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/CT20161866193

TATA CONSULTANCY SERVICES

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

Tel: 91 80 6724 7900 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



Offer: Computer Consultancy
Ref: TCSL/CT20161866173/Bangalore
Date: 10/01/2018

Ms. Prathima A
House No.75 Dar Lane Court Road Sn Pet Police Quarters,
Sn Pet,
Ballari-583101,
Karnataka.
Tel# 91-9110608478

Dear Prathima A,

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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be 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/CT20161866173

1

TATA CONSULTANCY SERVICES

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



Offer: Computer Consultancy
Ref: TCSL/CT20161866180/Bangalore
Date: 10/01/2018

Mr. Karthik K
#08/D-1 Block Sn Pet Police Quarters(D.A.R),
Sn Pet,
Ballari-583103,
Karnataka.
Tel# 91-9481437494

Dear Karthik K,

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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be 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/CT20161866180

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK 02, EPIP, Whitefield, Bangalore 560 066 India

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

Registered Office Nirmal Building, 30th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1600 209 3111 Email: careers@tcs.com

SLK SOFTWARE

Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045,
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921



Mr. Ms SUMA

Dear Suma

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

We have pleasure in offering to hire you to the position of a **"Trainee - Software"**, subject to the terms of this offer.

Your annual compensation (CTC) will be as given below.

- Rs.2, 80,000/- (Rupees Two Lakh Eighty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment/(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'S' followed by a flourish.

Authorized Signatory

I agree & accept the terms and conditions of my prospective employment as mentioned above.

Signature: _____ Date: _____

()

Regd. Office: SLK Software Services Pvt. Ltd. "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,
Bengaluru-560 064, India. T +91 80 4180 5721 / 6740 4721, F +91 80 4050 1921

www.slkgroup.com

CIN: U72200KA2000PTC027503

contact@slkgroup.com

SLK SOFTWARE

Administrative Office 8th Floor MFAR Manyata Tech Park Greenheart IV
Manyata Embassy Business Park Outer Ring Road
Bengaluru-560045,
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921



Mr. SUJAYEENDRA KULKARNI

Dear *Sujayendra*,

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

We have pleasure in offering to hire you to the position of a "Trainee - Software", subject to the terms of this offer.

Your annual compensation (CTC), will be as given below:

- Rs 2, 80 000/- (Rupees Two Lakh Eighty Thousand only) per annum
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same

Yours sincerely,

Authorized Signatory

I agree & accept the terms and conditions of my prospective employment as mentioned above

Signature: _____ Date: _____

()

Regd. Office: SLK Software Services Pvt Ltd "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,

Bengaluru-560 064, India T +91 80 4180 5721 / 6740 4721 F +91 80 4050 1921

www.slkgroup.com

CIN: U72200KA2000PTC027503

contact@slkgroup.com

9

Offer Letter

Ref: HB/OL/73A/18-19

Date: 14/07/18

Dear Mr K Pampapathi, K.Kodandapani, Ballari,

In reference to the interview we had with you, we are pleased to inform you that you've been selected for the employment in our organisation. Pl note the following details.

- Date of Joining: 16/07/18
- Designation: Graduate Trainee Engineer - PEB Marketing & Sales
- Location: Across Karnataka
- Probationary Period: 4 months minimum from the date of joining
- Probation Period CTC: Rs 251083.00 (Rupees Two Lakh Fifty One Thousand Eighty Three only)
- CTC after Probation: Rs 338394.00 (Rupees Three Lakh Thirty Eight Thousand Three hundred & Ninety Four only)

Note:

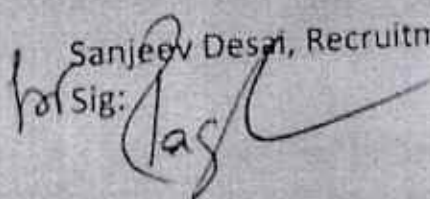
- a. Your probationary period may get extended based on your performance.
- b. Your serviced may be terminated any time without notice during probation period or with a notice of Five (5) days or equivalent salary in lieu of the same if performance is found not satisfactory during training.
- c. Upon successful completion of your training, you will be absorbed as Engineer in our Marketing & Sales Dept.
- d. You are required to submit your original certificates for verification purpose.
- e. You shall be signing a document confirming your willingness to work for minimum tenure of years excluding training period.
- f. You are required to submit Bonafied Certificate from your college.

Pl sign & return a copy of this documents as an acknowledgment of your acceptance of this offer. Welcome to Halley's Blue Family.

Issued by:

Sanjeev Desai, Recruitment Head

Sig:



Accepted by:

Mr. K. PAMPAPATHI

Sig:

Place & Date: Bellary 16/7/18

17-18

HalleysBlue™

Durable. For Life.

CV

10

Offer Letter

Ref: HB/OL/74A/18-19

Date: 21.06.18

Dear Mr. Santhosh Kumar A. S/O Mallana Gouda A, Bellary

In reference to the interview we had with you, we are pleased to inform you that you've been selected for the employment in our organisation. Pl note the following details.

- Date of Joining: 02.07.18
- Designation: Graduate Trainee Engineer - PEB Marketing & Sales
- Location: Across Karnataka
- Probationary Period: 4 months minimum from the date of joining
- Probation Period CTC: Rs 251083.00 (Rupees Two Lakh Fifty One Thousand Eighty Three only)
- CTC after Probation: Rs 338394.00 (Rupees Three Lakh Thirty Eight Thousand Three hundred & Ninety Four only)

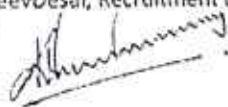
Note:

- a. Your probationary period may get extended based on your performance.
- b. Your serviced may be terminated any time without notice during probation period or with a notice of Five (5) days or equivalent salary in lieu of the same if performance is found not satisfactory during training.
- c. Upon successful completion of your training, you will be absorbed as Engineer in our Marketing & Sales Dept.
- d. You are required to submit your original certificates for verification purpose.
- e. You shall be signing a document confirming your willingness to work for minimum tenure of 2 years excluding training period.
- f. You are required to submit Bonafied Certificate from your college.

Pl sign & return a copy of this documents as an acknowledgment of your acceptance of this offer. We welcome to HalleysBlue Family.

Issued by: For. Sanjeev Desai, Recruitment Head

Sig:



Accepted by:

Mr.

Santhosh Kumar. A

Sig:

Place & Date:

Bellary, 22/06/18



22/06/18

Plant & HO: HalleysBlue Steels Pvt Ltd, #57, Mundarg Industrial Area, 2nd Stage, State Road, Bellary - 583 102, Karnataka, India
Ph.: +91 9972582103 | e: sales@halleysblue.in | www.halleysblue.com

GST No.: 29AACCV7810Q1ZM | CIN No. U74210KA2008PTC047068

THE LINDE GROUP

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HRD/Apprent/101

Date: October 23, 2018

Mr. Manjunatha
17th ward Sadhashivanagar,
siruguppa (Taluk) Near Tank, Patel nagar
Ballari (dist.)
Pin Code : 583121
Karnataka

Apprenticeship

This refers to the discussion we had with you on the subject. We are pleased to engage you as "Graduate Apprentice - Mechanical" at Bellary Onsite 1800 TPD Plant on the following terms & conditions:

1. The Apprenticeship shall be for a period of 12 months effective from 01/11/2018 to 31/10/2019 as per the guidelines of Apprentices Act, 1961 and its amendments thereafter.
2. A consolidated stipend of Rs. 12,000/- per month shall be paid to you subject to Income Tax deduction as per Provisions of the Income Tax Act. No other allowance or benefit shall be payable to you.
3. In carrying out your assignment, you will locate yourself at the Project/Plant site or any other place required by us. The accommodation and conveyance expenses shall be borne by you.
4. This arrangement shall not give rise to any relationship of employment with the Company and therefore you will not at any point of time claim yourself to be an employee of the Company.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter duly signed by you in token of your acceptance of the arrangement, recorded in this letter.

Yours faithfully
for LINDE India Limited



Subroto Basu Chaudhury
Vice President HR - South Asia



THE LINDE GROUP

Linde

12

HRD/Apprent/100

Date: October 23, 2018

Mr. Tejasai P
Sairam colony 4th cross
Near Tank, Patel nagar
Ballari -583101
Karnataka

Apprenticeship

This refers to the discussion we had with you on the subject. We are pleased to engage you as "Graduate Apprentice - Mechanical" at Bellary Onsite 1800 TPD Plant on the following terms & conditions:

1. The Apprenticeship shall be for a period of 12 months effective from 01/11/2018 to 31/10/2019 as per the guidelines of Apprentices Act, 1961 and its amendments thereafter.
2. A consolidated stipend of Rs. 12,000/- per month shall be paid to you subject to Income Tax deduction as per Provisions of the Income Tax Act. No other allowance or benefit shall be payable to you.
3. In carrying out your assignment, you will locate yourself at the Project/Plant site or any other place required by us. The accommodation and conveyance expenses shall be borne by you.
4. This arrangement shall not give rise to any relationship of employment with the Company and therefore you will not at any point of time claim yourself to be an employee of the Company.

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter duly signed by you in token of your acceptance of the arrangement, recorded in this letter.

Yours faithfully
for LINDE India Limited



Subroto Basu Chaudhury
Vice President HR - South Asia

22/10/18

13



2nd June, 2018

100

Sub: Offer of employment by Pin Click

Dear KARTHIK REDDY N,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "**Property Advisor**", with effect from 25th June, 2018. The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

Employee Details	Name	KARTHIK REDDY N		
	Designation	Property Advisor		
	Department	Sales		
	Date of Joining	25-June-2018		
A	C & B CATEGORY		INR – Monthly	INR – Annual
	Fixed Compensation			
	Basic Salary		6,736	80,832
	House Rent Allowance		5,000	60,000
	Conveyance Allowance		1,600	19,200
	Medical Reimbursement		1,250	15,000
	Children Edu Allowance			
	Special Allowance		3,427	41,128
	Sub-Total I / Gross Pay		18,013	2,16,160
	B	Benefits		
PF Employer		808	9,696	
ESIC		856	10,268	
Gratuity		323	3,876	
C	Sub Total II		1,987	23,840
Total A + C	Cost to the Company		20,000	2,40,000
Allowance	Rs 3000 of fuel reimbursement for on field employees only			
	Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)			

Note: Performance Enhanced Incentives Is Target Based.

- 1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
- 2) Professional Tax to be deducted from the monthly Gross salary as applicable



pin click

2nd June, 2018

Sub: Offer of employment by Pin Click

Dear MD MUSHTQ,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of **"Property Advisor"**, with effect from 25th June, 2018. The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

Employee Details	Name	MD MUSHTQ	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	25-June-2018	
A	C & B CATEGORY		
	Fixed Compensation		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	18,013	2,16,160
	Benefits		
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	Sub Total II	1,987	23,840
Total A + C	Cost to the Company	20,000	2,40,000
Allowance	Rs 3000 of fuel reimbursement for on field employees only		
	Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		

Note: Performance Enhanced Incentives Is Target Based.

- 1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
- 2) Professional Tax to be deducted from the monthly Gross salary as applicable



pin click

2nd June, 2018

103

Sub: Offer of employment by Pin Click

Dear NITHIN G,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "**Property Advisor**", with effect from 25th June, 2018. The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	NITHIN G	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	25-June-2018	
A	C & B CATEGORY		
	Fixed Compensation		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance		
	Special Allowance	3,427	41,128
B	Sub-Total I / Gross Pay		
C	Benefits		
	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
Total A + C	Sub Total II		
Allowance	Cost to the Company		
		20,000	2,40,000
		Rs 3000 of fuel reimbursement for on field employees only	
		Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)	

Note: Performance Enhanced Incentives Is Target Based.

- 1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
- 2) Professional Tax to be deducted from the monthly Gross salary as applicable

2nd June, 2018

104

Sub: Offer of employment by Pin Click

Dear RCA VINAYAK,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of **"Property Advisor"**, with effect from 25th June, 2018. The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

ANNEXURE - A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK				
Employee Details	Name	RCA VINAYAK		
	Designation	Property Advisor		
	Department	Sales		
	Date of Joining	25-June-2018		
A	C & B CATEGORY		INR – Monthly	INR – Annual
	Fixed Compensation			
	Basic Salary		6,736	80,832
	House Rent Allowance		5,000	60,000
	Conveyance Allowance		1,600	19,200
	Medical Reimbursement		1,250	15,000
	Children Edu Allowance		-	-
	Special Allowance		3,427	41,128
	Sub-Total I / Gross Pay		18,013	2,16,160
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PF Employer		808	9,696	
ESIC		856	10,268	
Gratuity		323	3,876	
C	Sub Total II		1,987	23,840
Total A + C	Cost to the Company		20,000	2,40,000
Allowance	Rs 3000 of fuel reimbursement for on field employees only			
	Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)			
Note: Performance Enhanced Incentives Is Target Based.				
1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.				
2) Professional Tax to be deducted from the monthly Gross salary as applicable				

Offer Letters

AY: 2018-19

Date: 20-Sep-2019

Interim Offer Letter

Dear **Prathibha H,**

Welcome to Vee Family...!



71

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **23-Dec-2019** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6877

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore - 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem Tel: +91 427 234029

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel: +91 044 2433 1235

USA: New York: 489 Fifth Avenue, 19th Floor, New York, NY 10017, Tel: 646 837 0837

Date: **20-Sep-2019**

Interim Offer Letter



89

Dear **Shantha M S,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **23-Dec-2019** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

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- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
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- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore - 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Aliotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem Tel: +91 427 234029

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel: +91 044 2433 1235

USA: New York: 489 Fifth Avenue, 19th Floor, New York, NY 10017, Tel: 646 837 0837

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **Pooja Reddy,**

Welcome to Vee Family...!



90

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **23-Dec-2019** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure - 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

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Private & Confidential



March 27th, 2019

Shruti E

EMPLOYMENT WITH THASMAI AUTOMATION PVT. LTD

Dear Shruti,

We are pleased to offer you employment as **Sales Engineer** in our Home Automation & Theater division, at **Thasmai Automation Private Limited** (hereinafter referred to as 'the Company') from the **Nov/Dec, 2019** on the following terms and conditions

COMMENCEMENT OF EMPLOYMENT

Post the successful completion of your probation, you will be taken in as a Sales Engineer. You will be based out of **any Tier 1 or Tier 2 city in South India (depending on business requirements)** and will report to the **Head of Sales**, unless otherwise specified for the duties specified hereunder.

You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

PROBATION

You will be placed on probation with the company for a period of **45 days**; however the period may be extended at the discretion of the company and you shall continue to be a probationer unless confirmed in writing. Your stipend during this period will be **Rs 6,000 including all allowances**.

RESPONSIBILITIES

1. During your period of employment, you are required to devote your full time and attention exclusively to your duties with the company and to the furtherance of the company's interests. You shall not engage yourself in any trade, business, occupation or activity without the prior written consent of the company
2. In view of your position and office, you must effectively, diligently and to the best of your ability

Private & Confidential



March 27th, 2019

Shruti B A

EMPLOYMENT WITH THASMAI AUTOMATION PVT. LTD

Dear Shruti,

We are pleased to offer you employment as **Sales Engineer** in our Home Automation & Theater division, at **Thasmai Automation Private Limited** (hereinafter referred to as 'the Company') from the **July, 2019** on the following terms and conditions

COMMENCEMENT OF EMPLOYMENT

Post the successful completion of your probation, you will be taken in as a Sales Engineer. You will be based out of **any Tier 1 or Tier 2 city in South India (depending on business requirements)** and will report to the **Head of Sales**, unless otherwise specified for the duties specified hereunder.

You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

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2. In view of your position and office, you must effectively, diligently and to the best of your ability



5.

Offer Confirmation: Mr. Channabasayya

2 messages

Mithun shet <mithun@nbrdevelopers.com>

Thu, 29 Jul 2021 at 11:06 am

To: channurymec.cv@gmail.com

Cc: Murli Padmanabhan <murlipadmanabhan@nbrdevelopers.com>, accounts nbrdevelopers <accounts@nbrdevelopers.com>

Dear Channabasayya,

With reference to your application and subsequent interview held at our office, we are pleased to offer you employment in our organization as **"Site Supervisor"** at NBR Group, Bangalore with an yearly CTC of **Rs. 240000 /-**.

As discussed, your joining date will be **30/07/2021 (Tomorrow)**. Further, you shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Please confirm your acceptance by return mail by 29-07-2021.

We request you to bring the following documents and submit the same to the HR Department on the date of your joining.

- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from you previous employer (If any)
- Copy of Salary Certificate/Last three months Salary Slip (If any)
- Experience Certificate from previous employments (If any)
- Proof of Address/ Copy of Aadhar Card/ PAN Card.
- Bank Statement for the last three months.
- Two passport size photographs

We welcome you to the **NBR Group** and wish you a rewarding career ahead with us.

Mithun Shet
HR Manager

Mobile: +91 8884963715

Email: mithun@nbrdevelopers.com

Website: nbrdevelopers.com



NBR Group

Channa Basava <channurymec.cv@gmail.com>

Thu, 29 Jul 2021 at 12:02 pm

To: Mithun shet <mithun@nbrdevelopers.com>

Cc: Murli Padmanabhan <murlipadmanabhan@nbrdevelopers.com>, accounts nbrdevelopers <accounts@nbrdevelopers.com>

Thank you so much for your offer of site engineer at NBR Group. I'm delighted to formally accept the offer, and I'm very much looking forward to joining the team.

[Quoted text hidden]



COMMITTED TO QUALITY

GST : 29AKYPN2798J2ZW

VIBRANT TECHNO CONSULTANTS

ARCHITECTURAL PLANING | STRUCTURAL DESIGNING | GEO. TECHNICAL ENGG. SOLUTIONS
GROUND IMPROVEMENT TECHNIQUES | CONSTRUCTION MATERIAL TESTING LABORATORY | SURVEYING

6

LETTER OF APPOINTMENT

REF: OL-251-19/VTC
DATE: 06/09/2019

To,
Mr. DADA KHALANDARA M Y,
Contonment,
Bellary(dt),

Mr. DADA KHALANDARA M Y,

With reference to your application and the subsequent interview, we are pleased to offer you an appointment as "**SITE ENGINEER**" for subject to the terms and conditions of service, as mentioned in the enclosed Annexure.

Please sign the duplicate copy of this letter and Annexure as a token of acceptance of appointment and the terms and conditions of service, and return the same at the earliest along with intimation of expected date of joining the service.

For Vibrant Techno Consultants

Thanking you,


Proprietor/Manager.

Yours faithfully,
For.



9448356741 | 9008528128
vibranttechnoconsultants@gmail.com

Head office : 2nd floor, 1st main road 3rd cross,
Basaveshwara nagar BALLARI -01, Karnataka.
LABORATORY : W.No.02, Kudathini Town,
Ballari -15 Tq. & Dist. Karnataka.



Date: **20-Sep-2019**

Interim Offer Letter



7

Dear **DHANUSHRI S,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **23-Dec-2019** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

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- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
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CCTSK DESIGN SOFTECH (I) PVT LTD

(An ISO :9001-2015, ISO :29990-2010 Certified Company)

Project Management Consultants, Third party Quality & Quantity Auditing, DPR Preparations on Roads, Buildings, Canals & Bridges, All Types Survey, Students Training On Total Station, DGPS, Approval plans, Estimations, Designs & Drawings of Commercial & residential Buildings, Contract & Consultants Services

Ref No.-2018-19/ap/03

DATE: 28.08.2018

APPOINTMENT LETTER

8

Name: Diwakar reddy U
Address: #33,srinivasa nilaya
Viday nagar 3rd cross
Ballari

Dear Diwakar reddy U

We refer to your recent interview for the **Site Engineer** position and are pleased to inform that we are offering you the above position with our company effective from 01/09/2018 under the following terms and conditions:

- **Salary:** you will get a salary of **Rs.13,000/-** per month during six month probationary period and after completion of probationary period salary will be fixed based on your performance.
- **Leave policy:** you're entitled with **12 days /year**. Including CL,SL and EL.
- **Notice period:** if you are desired to leave the company, minimum of 2 months notice period has to be served.
- After accepting this order you have to submit photo copies of your SSLC,PUC and degree marks cards along with Adhar and PAN card.



For CCTSK Design Softech (India) Pvt. Ltd.

(SHARATH KAMAREDDY)
Director / Authorised Signatory.

ಕರ್ನಾಟಕ ಸರ್ಕಾರ
ಪೊಲೀಸ್ ಇಲಾಖೆ
ಪೊಲೀಸ್ ಅಧೀಕ್ಷಕರು, ಜಿಲ್ಲಾ ಪೊಲೀಸ್ ಕಛೇರಿ, ಬಳ್ಳಾರಿ ಜಿಲ್ಲೆ.

9

ಸಂಖ್ಯೆ:115/ಸಿಬ್ಬಂದಿ-1/ಸಿಪಿಸಿ/ನೇಮಕಾತಿ/2020.

ದಿನಾಂಕ: 20-03-2021.

ಶ.ಆ.ಸಂಖ್ಯೆ: 2274 /2021.

ನೇಮಕಾತಿ ಆದೇಶ

ವಿಷಯ : ಬಳ್ಳಾರಿ ಜಿಲ್ಲೆಗೆ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗೆ ಆಯ್ಕೆಯಾದ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ನೇಮಕಾತಿ ಆದೇಶ ನೀಡುವ ಬಗ್ಗೆ.

- ಉಲ್ಲೇಖ : 1] ನೇಮಕಾತಿ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:02/ನೇಮಕಾತಿ-4/2020-21, ದಿ: 07-05-2020
2] ಎಡಿಜಿಪಿ, ನೇಮಕಾತಿ ರವರ ಪತ್ರ ಸಂಖ್ಯೆ: 02/ನೇಮಕಾತಿ-4/2020-21, ದಿನಾಂಕ:09-12-2020.
3] ಮೊದಲನೇ ತಾತ್ಕಾಲಿಕ ಆಯ್ಕೆಪಟ್ಟಿ ದಿನಾಂಕ: 01-02-2021.
4] ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ:ಎಫ್ ಡಿ (ಎಸ್‌ಪಿಎಲ್)04/ಪಿಇಟಿ/2005, ದಿನಾಂಕ:31-03-2006.
5] ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ:ಒಇ130 ಮೊಸಿ 2017 ದಿ:18-09-2017.

+ + + + +

ಬಳ್ಳಾರಿ ಜಿಲ್ಲೆಗಳಲ್ಲಿ ಖಾಲಿ ಇರುವ 103 ಸಿವಿಲ್ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗಳಿಗೆ ದಿನಾಂಕ: 20-09-2020 ರಂದು ಲಿಖಿತ ಪರೀಕ್ಷೆ ನಡೆಸಿ 1:5 ಅನುಪಾತದಂತೆ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ದಿನಾಂಕ: 18-11-2020 ಮತ್ತು ದಿನಾಂಕ:27-11-2020 ರಂದು ಸಹಿಷ್ಣುತೆ ಮತ್ತು ದೇಹದೃಢತೆ ಪರೀಕ್ಷೆಯನ್ನು ನಡೆಸಲಾಗಿದ್ದು, ಅರ್ಹರಾಗಿರುವ ಅಭ್ಯರ್ಥಿಗಳು ಲಿಖಿತ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಪಡೆದಿರುವ ಅಂಕಗಳು ಮತ್ತು ಮೀಸಲಾತಿ ಆಧಾರದ ಮೇರೆಗೆ ಹಾಗೂ ಉಲ್ಲೇಖದಲ್ಲಿರುವ ಆದೇಶ ಹಾಗೂ ಪತ್ರಗಳನ್ವಯವಾಗಿ ನೇರ ನೇಮಕಾತಿ ಮೂಲಕ ನೀವು ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗೆ ಆಯ್ಕೆಯಾಗಿದ್ದು ರೂ.23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-47650 ರ ವೇತನ ಶ್ರೇಣಿಯಲ್ಲಿ ಲಭ್ಯವಾಗುವ ಸಂಬಳ ಹಾಗೂ ಇತರೆ ಭತ್ಯೆಗಳಿಗೆ ಅರ್ಹವಾಗುವಂತೆ ಹಾಗೂ ಮಾನ್ಯ ಕರ್ನಾಟಕ ಆಡಳಿತ ನ್ಯಾಯ ಮಂಡಳಿ ಮತ್ತು ಇತರೆ ಘನ ನ್ಯಾಯಾಲಯಗಳ ಮುಂದೆ ಉದ್ಭವಿಸುವ ವ್ಯಾಜ್ಯಗಳ ಬಗ್ಗೆ ನೀಡುವ ತೀರ್ಮಾನಗಳು ಮತ್ತು ಅಂತಿಮ ಆಯ್ಕೆಪಟ್ಟಿಗೆ ಒಳಪಟ್ಟಿರುವ ಷರತ್ತಿನ ಮೇರೆಗೆ ಹಾಗೂ ಯಾವುದೇ ಅಪರಾಧ ಪ್ರಕರಣದಲ್ಲಿ ಭಾಗಿಯಾಗಿರುವುದು ಕಂಡುಬಂದಲ್ಲಿ ಸೇವೆಯಿಂದ ವಜಾ ಮಾಡುವ ನಿಬಂಧನೆಯ ಮೇರೆಗೆ ನಿಮ್ಮನ್ನು ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗೆ ಈ ಘಟಕದಲ್ಲಿ ತಾತ್ಕಾಲಿಕವಾಗಿ ನೇಮಕ ಮಾಡಲಾಗಿದೆ.

ನೀವು ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಂಡ ದಿನದಿಂದ ಎರಡೂವರೆ ವರ್ಷಗಳ ಕಾಲ ಪ್ರೊಬೇಷನರಿ ಅವಧಿ (PROBATIONARY PERIOD) ಯನ್ನು ಪೂರೈಸಬೇಕಾಗಿದೆ. ಈ ಪ್ರೊಬೇಷನರಿ ಅವಧಿಯಲ್ಲಿ ಯಾವುದೇ ರೀತಿಯ ಅನರ್ಹತೆ ಕಂಡುಬಂದರೆ ಯಾವುದೇ ಕಾರಣ ನೀಡದೇ ನಿಮ್ಮನ್ನು ಕೆ.ಸಿ.ಎಸ್, ಪ್ರೊಬೇಷನರಿ ನಿಯಮಗಳು 1977 ರ ಪ್ರಕಾರ ಕೆಲಸದಿಂದ ತೆಗೆದು ಹಾಕಲಾಗುವುದು.

ಪುಟ 02 ಕ್ಕೆ....



Scanned by Scanner Go

ಈ ನೇಮಕಾತಿಯು ಒಂಚಣಿ ಸಂಬಂಧಿಸಿದಂತೆ ಉಲ್ಲೇಖ-5 ರಲ್ಲಿ ಕಾಣಿಸಿರುವ ಸರ್ಕಾರದ ಆದೇಶ ಹಾಗೂ ಮುಂದಿನ ದಿನಗಳಲ್ಲಿ ಅಗಿಂದಾಗ್ಗೆ ಹೊರಡಿಸುವ ಸರ್ಕಾರಿ ಆದೇಶಗಳಿಗೆ ಬಳಪಟ್ಟಿರುತ್ತದೆ. ಈ ಆವಧಿಯಲ್ಲಿ 8 (ಎಂಟು) ತಿಂಗಳ ಬುನಾದಿ ತರಬೇತಿ ಪಡೆಯಬೇಕಾಗಿರುತ್ತದೆ. ಹಾಗೂ ಇವರ ಪಾಯಿಂಪೂರ್ವ ಪರೀಕ್ಷಾರ್ಥ ಅವಧಿಯನ್ನು ಘೋಷಿಸುವ ಮೊದಲು ಸಿವಿಲ್ ಮೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗೆ ತರಬೇತಿ ಆವಧಿಯಲ್ಲಿ ನಿಯಮಾವಳಿಗಳಲ್ಲಿ ನಿಗದಿಪಡಿಸಿರುವ ಕನ್ನಡ ಭಾಷಾ ಪರೀಕ್ಷೆ ಹಾಗೂ ಇಲಾಖಾ ಪರೀಕ್ಷೆಗಳನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಉತ್ತೀರ್ಣರಾಗಬೇಕಾಗಿರುತ್ತದೆ. ಅಭ್ಯರ್ಥಿಯು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾಗುವ ಸಮಯ ಯಾವುದೇ ಪ್ರಯಾಣ ಭತ್ಯೆಗೆ ಅರ್ಹರಾಗಿರುವುದಿಲ್ಲ. ಅಭ್ಯರ್ಥಿಗಳ ಜೇಷ್ಠತೆಯನ್ನು ಕೆ.ಸಿ.ಎಸ್. (ಜೇಷ್ಠತೆ) ನಿಯಮಗಳು 1957 ರ ನಿಯಮ 5(2) ರನ್ವಯ ಸಿವಿಲ್ ಮೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗಳ ಅಂತಿಮ ಅಂತ್ಯಪಟ್ಟಿಯ ಅಂಶಗಳ ಅನುಸಾರ ಪರಿಗಣಿಸಲಾಗುವುದು.

[ಸೈದರು ಅಧೀಕ್ಷಕರು, ಮೊಲೀಸ್ ಅಧೀಕ್ಷಕರು,

ಸಿವಿಲ್ ಹುದ್ದೆಯ ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರ
ಜಿಲ್ಲಾ ಮೊಲೀಸ್ ಕಛೇರಿ,
ಬಳ್ಳಾರಿ ಜಿಲ್ಲೆ.

ಇವರಿಗೆ,

ಮೇಲ್ಕಂಡ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ (ನೊಂದಣಿ ಅಂಚೆ ಸ್ವೀಕೃತಿ ಮೂಲಕ)
ಸಿಬ್ಬಂದಿ ಶಾಖೆ-5, ಜಿಲ್ಲಾ ಮೊಲೀಸ್ ಕಛೇರಿ, ಬಳ್ಳಾರಿ ರವರಿಗೆ ಸೂಕ್ತ ಕ್ರಮಕ್ಕಾಗಿ.
ಡಿ.ವೈ.ಎಸ್.ಪಿ., ಡಿ.ಎ.ಆರ್., ಘಟಕ, ಬಳ್ಳಾರಿ ರವರಿಗೆ ಸೂಕ್ತ ಕ್ರಮಕ್ಕಾಗಿ.

ಪ್ರತಿಯನ್ನು :

ಸಿಬ್ಬಂದಿ ಶಾಖೆ-2, ಜಿಲ್ಲಾ ಆದೇಶ ಮಸ್ತಕಕ್ಕೆ, ವೇತನ ಶಾಖೆ, ಲೆಕ್ಕ ಶಾಖೆ-3, ಸಿ.ಬಿ ಶಾಖೆ, ಕಂಪ್ಯೂಟರ್ ಶಾಖೆ, ಕಟ್ಟಡ ಶಾಖೆ, ಸಂಗ್ರಹ ಶಾಖೆ, ಜಿಲ್ಲಾ ಮೊಲೀಸ್ ಕಛೇರಿ, ಬಳ್ಳಾರಿ ರವರಿಗೆ ಸೂಕ್ತ ಕ್ರಮಕ್ಕಾಗಿ.
ಹೆಚ್ಚುವರಿ ಮೊಲೀಸ್ ಅಧೀಕ್ಷಕರು, ಜಿಲ್ಲಾ ಮೊಲೀಸ್ ಕಛೇರಿ, ಬಳ್ಳಾರಿ ರವರಿಗೆ.
ಪಿ.ಐ., ಎಫ್.ಪಿ.ಬಿ., ಜಿಲ್ಲಾ ಮೊಲೀಸ್ ಕಛೇರಿ, ಬಳ್ಳಾರಿ ರವರಿಗೆ.

ಪ್ರತಿಯನ್ನು ಗೌರವಗಳೊಂದಿಗೆ:-

- 1) ಮಹಾ ನಿರ್ದೇಶಕರು ಮತ್ತು ಮೊಲೀಸ್ ಮಹಾ ನಿರೀಕ್ಷಕರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ, ನಂ.2, ನೃಪತುಂಗ ರಸ್ತೆ, ಬೆಂಗಳೂರು ರವರಿಗೆ ಮಾಹಿತಿಗಾಗಿ ಸಲ್ಲಿಸಿದೆ.
- 2) ಮೊಲೀಸ್ ಮಹಾ ನಿರ್ದೇಶಕರು, ತರಬೇತಿ, ಕರ್ನಾಟಕ ರಾಜ್ಯ, ಬೆಂಗಳೂರು ರವರಿಗೆ ಮಾಹಿತಿಗಾಗಿ ಸಲ್ಲಿಸಿದೆ.
- 3) ಹೆಚ್ಚುವರಿ ಮೊಲೀಸ್ ಮಹಾ ನಿರ್ದೇಶಕರು, ನೇಮಕಾತಿ ಮತ್ತು ತರಬೇತಿ, ಕಾರ್ಲಟನ್ ಹೌಸ್, ಬೆಂಗಳೂರು ರವರಿಗೆ ಮಾಹಿತಿಗಾಗಿ ಸಲ್ಲಿಸಿದೆ.
- 4) ಮೊಲೀಸ್ ಮಹಾ ನಿರೀಕ್ಷಕರು, ಬಳ್ಳಾರಿ ವಲಯ, ಬಳ್ಳಾರಿ ರವರಿಗೆ ಮಾಹಿತಿಗಾಗಿ ಸಲ್ಲಿಸಿದೆ.
- 5) ಉಪ ಮೊಲೀಸ್ ಮಹಾ ನಿರೀಕ್ಷಕರು, ನೇಮಕಾತಿ ಮತ್ತು ತರಬೇತಿ, ಕಾರ್ಲಟನ್ ಹೌಸ್, ಬೆಂಗಳೂರು ರವರಿಗೆ ಮಾಹಿತಿಗಾಗಿ ಸಲ್ಲಿಸಿದೆ.



26th December 2020.

M BASAVARAJ CHAKRASALI
AIMANGALA, CHITRADURGA
KARNATAKA-577558

Dear M BASAVARAJ CHAKRASALI,
OFFER CUM EMPLOYMENT CONTRACT

1. Appointment

- 1.1 With reference to your application dated **02.12.2020** we are pleased to offer you the position of "Trainee" in our organisation, with effect from **04.01.2021**.
- 1.2 You shall be based in Bangalore but will serve the company or any of its subsidiaries or associate / affiliate companies in any location within or outside of India as and when required.
- 1.3 Your employment with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any, and is also conditional upon your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above mentioned date.
- 1.4 Due to pandemic situation of COVID-19, we are operating 6 days in a week including Saturday's.

2. Code of Conduct

- 2.1 During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company.

You will be strictly bound by the compliance policies and procedures of the company as amended from time to time and violation of the same will be viewed as improper conduct and appropriate disciplinary proceedings may be initiated against you.

3. Training & Probation

- 3.1 That you will be required to undergo intensive training for a period of 6 months from date of joining so that you can acquire highly advanced skill and be conversant with the effective use of high technologies equipment and be engaged with customer business

ANNEXURE – I		
SALARY STRUCTURE		
Name	M BASAVARAJ CHAKRASALI	
Designation	TRAINEE	
Date of Joining	04.01.2021	
	Per Month (in Rs)	Per Annum (in Rs)
(A) Group -1 (Salary Payment)		
Basic Salary	5,666.67	68,000.00
House Rent Allowance	2,266.67	27,200.00
Leave Travel Allowance (LTA)	472.22	5,666.67
Education Allowance	200.00	2,400.00
Special Allowance	6,636.51	79,638.13
Total - A	15,242.07	1,82,904.80
(B) Group -2 (Annual Benefits)		
Mediclaime Premium	0.00	0.00
Statuary Bonus	472.03	5,664.40
Total – B	472.03	5,664.40
(C) Group -3 (Retrial Benefits)		
Gratuity	272.57	3,270.80
Employer's Contribution to PF	680.00	8,160.00
Total – C	952.57	11,430.80
Total CTC (A+B+C)	16,666.67	2,00,000.00

Regards,

Venkataraju D M

Executive - Talent Management



to me, dl-ro-leads, Koul, Su... ✓



3

3

Dear Rajeshwari S Dandin,

Congratulations!!

Welcome to Atos Family

We have pleasure in offering you as "Trainee" in Grade T1, in our Company for with effect from your date of joining as 20th February 2020.

Please note that if you do not join on 20 February 2020 this offer will be treated as withdrawn.

Attached is the Salary Stack & Address FOR joining location refer induction pack :

Reporting Time : 9:30 AM Sharp

Important information :

- Carry Original and 2 photocopies of ALL academic mark sheets (SSC + HSC + Graduation + Post graduation all semester mark sheets) -If originals are with college carry 2 photocopies of marksheets.
- Carry Original +Photocopies of birth certificate, passport, driving license, PAN card, and Aadhar card.
- If Pan Card is not available-Please apply immediately and carry acknowledgment.

Atos

NAME	:	Rajeshwari S Dandin
DESIGNATION	:	Trainee
GCM Level	:	1
Grade	:	T1
Expected DOJ	:	Thursday, February 20, 2020
Joining Location	:	Pune

<u>Component</u>	<u>Amount (Rs.)</u>
Basic	13,000
BOA	8,048
Monthly Gross	21,048
A Annual Gross	2,52,576
Provident Fund	18,720
Gratuity	7,504
B Retirals	26,224
(A+B)	2,78,800
Statutory Bonus	31,200
C Variable Pay*	31,200

CTC per annum (A+B+C) 3,10,000

* Probable for the year on pro-rata basis

In addition to the above,

- You will be eligible for Group Medicaire, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable



April 14, 2021

Sai Kavya C

Employee ID: BOT/2021/05/0061

Dear Sai Kavya C,

Welcome to Bit Order Technologies Private Limited. We are glad to have you with us and look forward to a long and mutually rewarding association.

We take pleasure in appointing you as **Technical Specialist**. Your date of appointment shall be with effect from your date of joining which shall be on **May 03, 2021**.

Your appointment is on the terms and conditions stipulated herein:

1. Pay & Benefits

You are appointed in the Company at Cost-To-Company (CTC) of **Rs 3,00,000/-** per annum. A detailed break-up of this CTC (Fixed remuneration and variable performance pay) is provided in Annexure I enclosed herewith. This includes details of your entitlements with regard to other allowances/benefits that are provided.

2. Conditions on performance pay (i.e., variable pay)

Other than expressly stated in the section above and Annexure I, performance pay is non-committed and is subject to the Company policy at the time of declaration and payment, and also management discretion.

Generally, such performance pay is dependent upon the Employee's performance during the relevant year as well as the Company's performance as assessed by the Company's management. Where an employee has worked only for a part of the assessment period, performance pay would be pro-rated.

The Company reserves its right to withhold the payment of such performance pay during the period, the Employee is serving his notice period.

3. Performance Appraisal

The performance appraisal shall be carried out once a year. Following a review of your performance during the performance years, as part of the Company's performance appraisal process, your CTC may be revised based on your performance, at the end of such performance year and such CTC would be applicable for the subsequent performance year. On a one-off basis, the CTC may revise for the relevant performance year.

CONFIDENTIAL

Bit Order Technologies Pvt. Ltd.

D.No.1/5, Second Floor, "Santosh Complex", Armugam circle, Basavanagudi, Bengaluru - 560004, Karnataka, India
|+91 80 2660 8447 | www.bitordertech.com | CIN: U72200KA2010PTC055652

OS

17-Jun-2019

Dear Basavarajeshwari K V,
B Tech/B.E., Electronics and Communication Engineering
Rao Bahadur Y Mahabaleswarappa Engineering College

Candidate ID - 13177365

In continuation to our discussions, we are pleased to offer you the role of **Engineer 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 ITIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandur

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Basavarajeshwari K V

Designation: Engineer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

17-Jun-2019

Dear Manasa V,
B.Tech/B.E., Electronics and Communication Engineering
Rao Bahadur Y Mahabaleswarappa Engineering College

Candidate ID – 13177374

In continuation to our discussions, we are pleased to offer you the role of **Engineer 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/Past-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bathavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Manasa V

Designation: Engineer Trainee

Sl. No.	Description	Monthly	Yearly
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2	HRA @ 60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
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- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
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PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

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

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

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

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Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to



guru raj <kkgr26@gmail.com>

7

7

Selected students List

4 messages

Prasanna Colors Software <prasanna@colorsoftware.com>
To: kkgr26 <kkgr26@gmail.com>

Thu, May 23, 2019 at 4:06 PM

Dear Sir,

305-308

Hope all is well.
Below is the list of selected students based on the online test conducted through 6benches.in portal.

COLORS SOFTWARE

✓

ESTHER RANI KANAGASELVAM D
JAYANTHI.P
MADHURI S
SAMEENA ERAM

Kindly let me know their examination dates for further communications.

Thanks,
Prasanna,
HR Head,
Colors Software Pvt Ltd,
080 4120 5623
8197 33 95 25

www.colorsoftware.com

https://www.linkedin.com/company/3514084

guru raj <kkgr26@gmail.com>
To: Prasanna Colors Software <prasanna@colorsoftware.com>

Thu, May 23, 2019 at 10:36 PM

Dear Sir/Madam
Thank you for sharing the results
[Quoted text hidden]

guru raj <kkgr26@gmail.com>
To: Prasanna Colors Software <prasanna@colorsoftware.com>

Tue, Jun 4, 2019 at 2:53 PM



8 8

21st November 2019.

Ms. Amrutha,
Hyderabad.

Sub: Employment Offer Letter

Dear Amrutha,

I'd like to begin by thanking you for showing interest in our organization. Further to the final discussion we had with you on 21st November 2019, on behalf of DotC Technologies, I am pleased to offer you the position of **Trainee Software Engineer** with effect from **25th November 2019**, subject to your accepting and acknowledging our offer of employment.

Your salary would be Rs. 1,80,000/- per annum on Cost to Company basis. For the detailed breakup you can refer the Annexure below. A contract of employment will be provided to you at the time of joining, covering conditions of Employment, Stock Options, Probationary Period and other details. Kindly mention your exact date of joining and confirm your acceptance by email or post.

We look forward to welcoming you on board and working with you.

Warm Regards,
For DotC Technologies Pvt. Ltd.,

DocuSigned by:
Sri Vaishnavi Ch

2AB795471B554F9

Sri Vaishnavi Chilukuri,
Authorised Signatory.



ANNEXURE

Salary Breakup - Dot C Technologies		
Salary Component	Per Month (Rs.)	Per Annum (Rs.)
Basic	6,600	79,200
HRA	2,640	31,680
Medical Allowance	1,250	15,000
Conveyance Allowance	1,600	19,200
Telephone Allowance	1,000	12,000
Food Coupons	-	-
Employee PF	1,324	15,888
Other Benefits	586	7,032
Gross Salary	15,000	1,80,000
Employee PF	1,324	15,888
Employee PF	1,324	15,888
PT	-	-
TDS	-	-
Food Coupons	-	-
Total Deductions	2,648	31,776
Net Salary	12,352	1,48,224



320

Offer: Computer Consultancy
Ref: TCSL/CT20182417161/Bangalore
Date: 23/06/2019

Ms. Bharathi K
Women'S HostelGandhinagar,
Opposite To Amritha Lab,
Ballari-583104,
Karnataka.
Tel# 91-9902594173

Dear Bharathi K,

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/CT20182417161

1

TATA CONSULTANCY SERVICES

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



Offer: Computer Consultancy

Ref: TCSL/CT20182417193/Bangalore

Date: 23/06/2019

Ms. Chandana S Dhongade
O2/12 Jsw Vidyanagar Township, Toranagallu, Bellary, KarnatakaVidyanagar,
Vidyanagar Jsw Township,
Bellary-583275,
Karnataka.
Tel# 91-9449879056

Dear Chandana S Dhongade,

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/CT20182417193

1

TATA CONSULTANCY SERVICES

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

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

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

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

Date: 20-Sep-2019

Interim Offer Letter



79

Dear **SAIMA SABRIN,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **23-Dec-2019** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern **Sona Yukti Pvt Ltd**, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore – 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem Tel: +91 427 234029

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 1235

USA: New York: 489 Fifth Avenue, 19th Floor, New York, NY 10017, Tel: 646 837 0837

Date: 20-Sep-2019

Interim Offer Letter



80

Dear SYED SIMRAN K,

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **23-Dec-2019** in Vee Technologies Pvt Ltd. Please refer Annexure-A for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore – 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem Tel: +91 427 234029

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 1235

USA: New York: 489 Fifth Avenue, 19th Floor, New York, NY 10017, Tel: 646 837 0837

LETTER OF INTENT

Dear Raja T R,

As mutually discussed, we are pleased to give you an appointment as per details given below:

- a) You will be designated as Operations Engineer.
- b) You will be located at any Tier 1 or Tier 2 city in South India (depending on business requirements)

Joining letters and Formality details will be sent to your email address prior Date of Joining depending upon the Business requirements, which will be in Nov/Dec 2019 or based on the Business requirements, the CTC may vary according to Date of Joining, It is not binding & offer can be terminated at any point of time by the Employer.

Please be noted that, you will be on probation for a period of 45 days with Stipend of 6K and will be confirmed post successful completion of your probationary period.

Yours Faithfully
For Thasmai Automation Pvt Ltd

Shashank N
Manager HR & Admin
Thasmai Automation (P) Ltd.

106
115 (3)



HRD/3T/19-20/13079024

September 6, 2019

Mr. Venkatesh P
Candidate ID: 13079024
Behind Govt. Primary School,
Andral
Ballari - 583101
Karnataka
India
Ph: (91) 90368 96966

Dear Venkatesh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 9, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above:

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Mr. Venkatesh P
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				



Vijayanagar Works :
P.O. Vijayanagar - 583 275,
Dist. Ballari, Karnataka, India
CIN : L27102MH1994PLC152925
Phone : +91 8395 250 120-30
Fax : +91 8395 250 132/142
Website : www.jsw.in

JSWSL/VJNR/HR/LBT/0651/2019-20

Mr. B PRAMOD KUMAR
S/o. Mr. B Somashekar,
RYMEC, Bellary.
pramodkumarb402.rymec@gmail.com.

317

6th Dec, 2019

Dear Mr. B Pramod Kumar,

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'LBT' grade at JSW Steel Ltd., Vijayanagar Works, Dt: Ballari, Karnataka, subject to the following terms and conditions:

1. Salary & benefits:

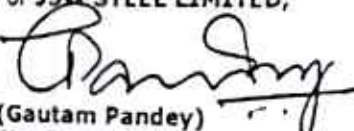
Basic	Rs. 9170/- p.m.
HRA	Rs. 2820/- p.m.
Conveyance	Rs. 3950/- p.m.
Supplementary Allowance	Rs. 8265/- p.m.
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	8.33% of Basic
L.T.A	8.33% of Basic (Paid annually)
Leave Encashment	As per Company Rules
Provident Fund	12% of Basic
Gratuity	As per Company Rules
Bonus	20% of Basic (Paid half-yearly)
Production Incentive	Rs. 8100/- p.m. (based on Plant Production Performance)

- Your offer is valid subject to **Passing BE/B.Tech with Min 60% aggregate** and clearing your course in the prescribed duration.
- You are advised to get yourself medically examined at Jindal Sanjeevani Hospital, Toranagalli. In the event of any medical abnormality, your offer will stand cancelled. Only Medically fit candidates will be considered.
- You are advised to report for duty on **16th December 2019**. You must furnish the following documents in original with a copy at the time of your joining duties.
 - Matriculation certificate in support of your date of birth.
 - All certificates and marks sheets in support of your qualification
 - Two copies of your recent passport size colour photographs.
 - Declaration in regarding any relative working in JSW Group of Companies.
 - PAN Card & Aadhaar CardProviding any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- You are required to work in shift work hours (i.e 'A', 'B', 'C') based on requirements.
- A detailed appointment letter will be issued to you after your joining.

This letter is being issued in duplicate. Please return the duplicate copy duly signed by you as a token of your having received, understood and accepted the terms and conditions of appointment.

Thanking you,

Yours faithfully,
For JSW STEEL LIMITED,


(Gautam Pandey)
AVP(Human Resources)

Regd. Office : JSW Centre
Bandra Kurla Complex,
Branch (East), Mumbai - 400 051

JSWSL/VJNR/HR/LBT/0650/2019-20

Mr. MALLIKARJUNA
S/o. Mr. Ayyanagoudra,
RYMEC, Bellary.
malliak.rymec@gmail.com.

318

Vijayanagar Works :
P.O. Vidyanagar - 583 275,
Dist. Ballari, Karnataka, India
CIN : L27102MH1994PLC152025
Phone : +91 8395 250 120-30
Fax : +91 8395 250 132/142
Website : www.jsw.in

6th Dec, 2019

Dear Mr. Mallikarjuna,

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of '**Graduate Engineer Trainee**' in '**LBT**' grade at JSW Steel Ltd., Vijayanagar Works, Dt: Ballari, Karnataka, subject to the following terms and conditions:

1. Salary & benefits:

Basic	Rs. 9170/- p.m.
HRA	Rs. 2820/- p.m.
Conveyance	Rs. 3950/- p.m.
Supplementary Allowance	Rs. 8265/- p.m.
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	8.33% of Basic
L.T.A	8.33% of Basic (Paid annually)
Leave Encashment	As per Company Rules
Provident Fund	12% of Basic
Gratuity	As per Company Rules
Bonus	20% of Basic (Paid half-yearly)
Production Incentive	Rs. 8100/- p.m. (based on Plant Production Performance)

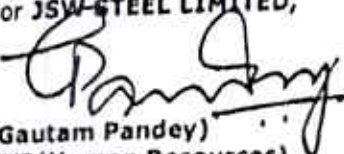
- Your offer is valid subject to **Passing BE/B.Tech with Min 60% aggregate** and clearing your course in the prescribed duration.
- You are advised to get yourself medically examined at Jindal Sanjeevani*Hospital, Toranagalli. In the event of any medical abnormality, your offer will stand cancelled. Only Medically fit candidates will be considered.
- You are advised to report for duty on **16th December 2019**. You must furnish the following documents in original with a copy at the time of your joining duties.
 - Matriculation certificate in support of your date of birth.
 - All certificates and marks sheets in support of your qualification
 - Two copies of your recent passport size colour photographs.
 - Declaration in regarding any relative working in JSW Group of Companies.
 - PAN Card & Aadhaar Card

Providing any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- You are required to work in shift work hours (i.e 'A', 'B', 'C') based on requirements.
- A detailed appointment letter will be issued to you after your joining.

This letter is being issued in duplicate. Please return the duplicate copy duly signed by you as a token of your having received, understood and accepted the terms and conditions of appointment.

Thanking you,

Yours faithfully,
For **JSW STEEL LIMITED,**


(Gautam Pandey)
AVP(Human Resources)

Regd. Office : JSW Centre
Bandra Kurla Complex,
Branch (East), Mumbai - 400 051
Phone : +91 22 4288 1000



April 01, 2019



127

Ref No: CAN050217

Mr.S AKSHAY

Near Badari Narayana Temple, Gandhi Nagar,

Bellari,

Karnataka-583101.

Mob No.: 7829260420

Dear Mr.S AKSHAY,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited.

Best Wishes,

HR Department

(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

S. AKSHAY
(AKSHAY)

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1st Floor B Wing Sector 11 C B D Belapur, Navi Mumbai - 400614, Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4, Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel: +91 44 2499 0356 | Fax: +91 44 2499 3272.
Website: www.stfc.in | Corporate Identity Number(CIN)-L65191TN1979PLC007874.

April 01, 2019



Ref No: CAN050225

Mr. MANOJ KUMAR ALABURU SOGI

S/O Channaveerappa, 2Nd Ward Gugimatti Oni Uttangi(Post) Hadagali,
Ballari,
Karnataka-583104,
Mob No.: 9916597425

Dear Mr. MANOJ KUMAR ALABURU SOGI,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You will be trained in the areas of our commercial vehicle financing and responsible for growth & development of our Commercial Vehicle Finance Business.
2. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
3. You will be paid a total remuneration of Rs.2,44,920/-p.a.(which is inclusive of Stipend & other allowances)
4. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
5. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.
 - a. Educational qualifying degree/provisional certificate and Mark sheets
 - b. AADHAR card, PAN Card and Driving License Copy
 - c. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

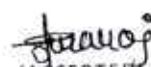
This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to Shriram Transport Finance Company limited

Best Wishes,

HR Department


(ACCEPTED)

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Shriram Value Services Limited, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600 004." Mail id hrd@shriramvalue.in Phone No. 044-42913019/3052.

Disclaimer: Shriram Transport Finance Co.Ltd do not engage any consultants or agencies for recruitments.

Shriram Transport Finance Company Limited

HR & Infra Office: 101-105 Shiv Chambers 1St Floor B Wing Sector 11 C B D Belapur, Navi Mumbai - 400614, Tel: +91 22 4095 7575 / 27580171 | Fax: +91 22 2758 0176.
Registered Office: Mookambika Complex, 3rd Floor, No. 4, Lady Desika Road, Mylapore, Chennai-600 004, Tamil Nadu, India. Tel: +91 44 2499 0356 | Fax: +91 44 2499 3272.
Website: www.stfc.in | Corporate Identity Number(CIN)-L85191TN1979PLC007874.

Offer Letters

AY: 2019-20



guru raj <kkgr26@gmail.com>

Fwd: Interview Result at BYJU's

1 message

Khushwanth Sai Kumar <mailto:khushwanth@gmail.com>
To: kkgr26@gmail.com

Mon, Oct 12, 2020 at 1:01 PM

----- Forwarded message -----

From: **Sayan Maji** <sayan.maji@byjus.com>
Date: Sun, Oct 11, 2020, 9:53 PM
Subject: Interview Result at BYJU's
To: <mailto:khushwanth@gmail.com>



Dear khushwanth sai kumar k,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 10/20/2020

BDT Training Location : Bengaluru

Role Location : Anantapur

Joining Location Address: Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales or Rs 8 INR (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales

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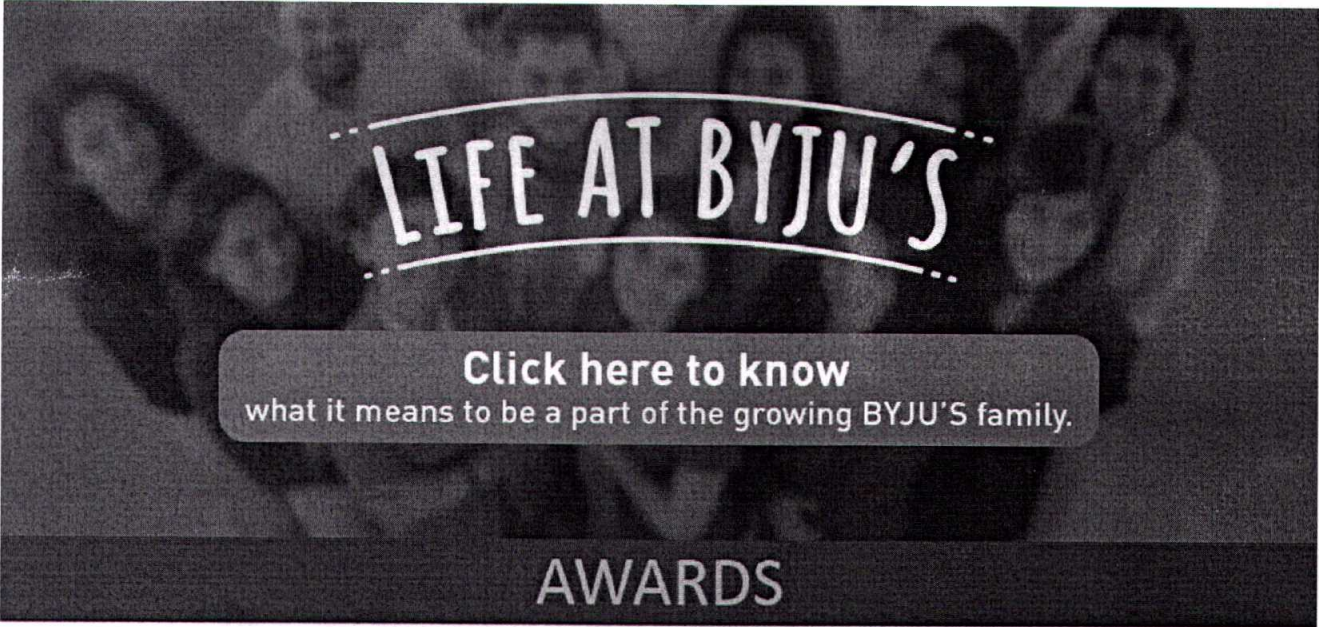
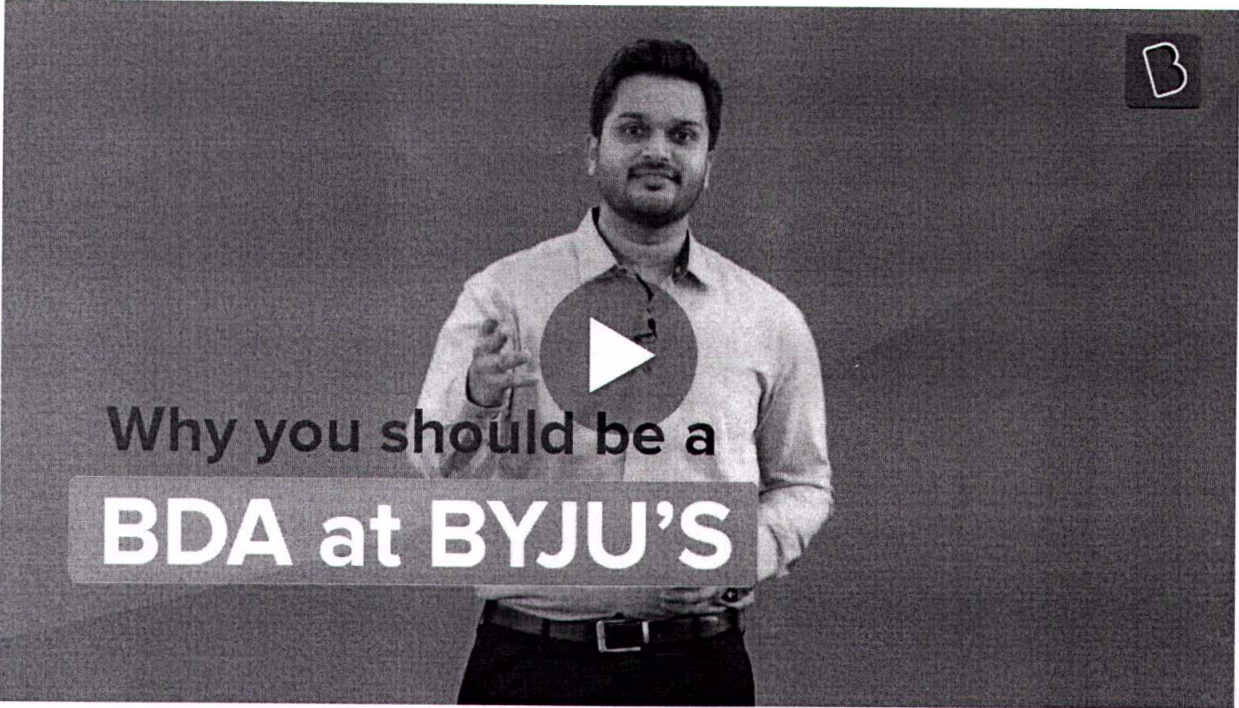
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Registration Link: Please click here to register.

Regards,

Team BYJU'S



ET 40 Under Forty
India's Hottest Business
Leaders Award (2016)



Education
Company Of
The Year 2016



Winner of
SuperBrands
SuperStartUps 2017



Winner of Deloitte Technology Fast 50 India and
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Winner of CNBC TV18
Young Turks of the year award



GMA Summit
Award 2016



Reimagine Education
Award 2016
Overall Ed Tech winner
Gold Award for Best
Educational App

"ATTESTED"

[Signature]

PRINCIPAL
R.Y.M. Engineering College,
Formerly Vijayanagar Engg. College)
Cantonment, Bellary-583 104

3VC16EC006
AKHILESH.

guru raj <kkgr26@gmail.com>



Fwd: Interview Result at BYJU's

1 message

AKHILESH K <kakhilece.rymec@gmail.com>
To: kkgr26@gmail.com

Wed, Sep 30, 2020 at 8:56 AM

----- Forwarded message -----

From: **AKHILESH K** <kakhilece.rymec@gmail.com>
Date: Tue, 29 Sep, 2020, 2:29 PM
Subject: Fwd: Interview Result at BYJU's
To: <manjuh166@gmail.com>, <manjuh166@hotmail.com>

----- Forwarded message -----

From: **AKHILESH K** <kakhilece.rymec@gmail.com>
Date: Tue, 29 Sep, 2020, 10:19 AM
Subject: Fwd: Interview Result at BYJU's
To: <ananyaindurs@gmail.com>

----- Forwarded message -----

From: **Divya Bharti** <divya.bharti@byjus.com>
Date: Tue, 29 Sep, 2020, 9:55 AM
Subject: Interview Result at BYJU's
To: <kakhilece.rymec@gmail.com>



Congratulations

Dear AKHILESH K,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S - The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 10/06/2020

BDT Training Location : Bengaluru

Role Location : Bangalore

Joining Location Address: Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales or Rs 8 INR (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales

"ATTESTED"

[Signature]

PRINCIPAL
R.Y.M. Engineering College,
Formerly Vijayanagar Engg. College)
Cantonment, Bellary-583 104

27/10/2020, 15:0

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a duration of 2 months. The first 2 weeks of this training will be classroom training followed by 6 weeks of "On-the-Job Training", both at the BDT Training Location. You will be assessed and monitored during your training program. We are also happy to inform you that additional performance incentives will be applicable during your training period. Currently till our offices re-open, your training will happen in the Work from Home mode. Once our offices are open, your training will shift to the BDT Training Location.

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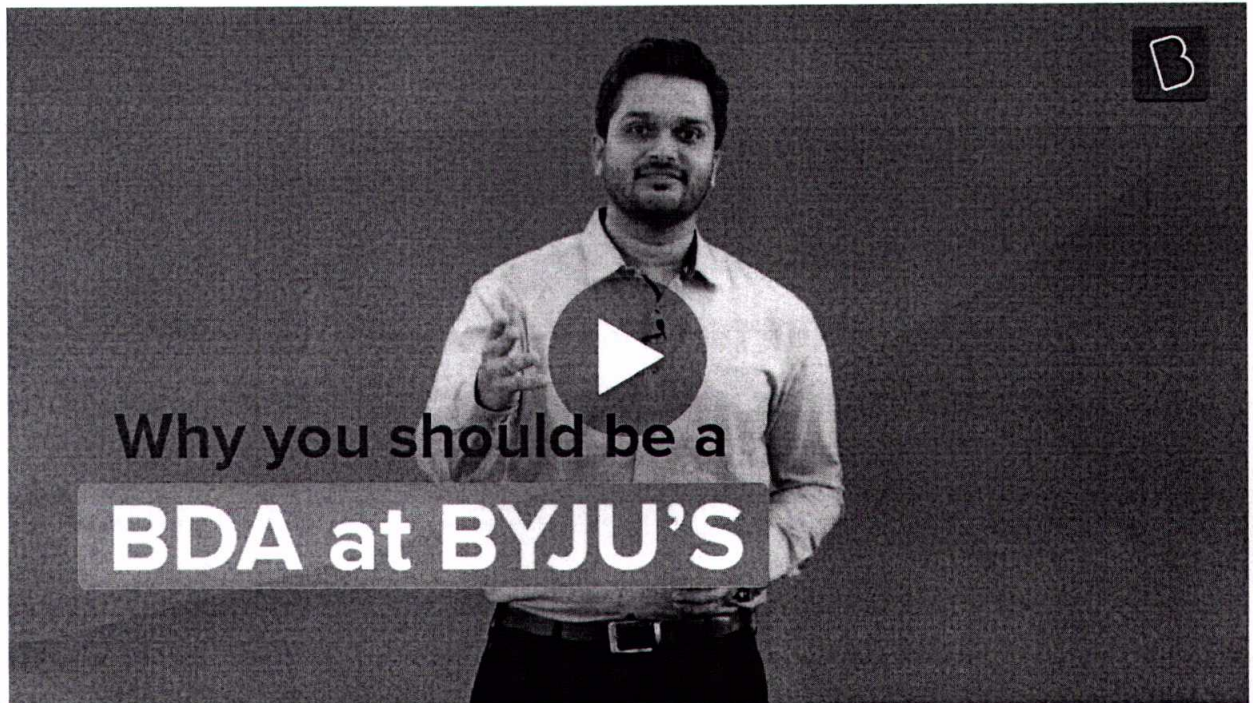
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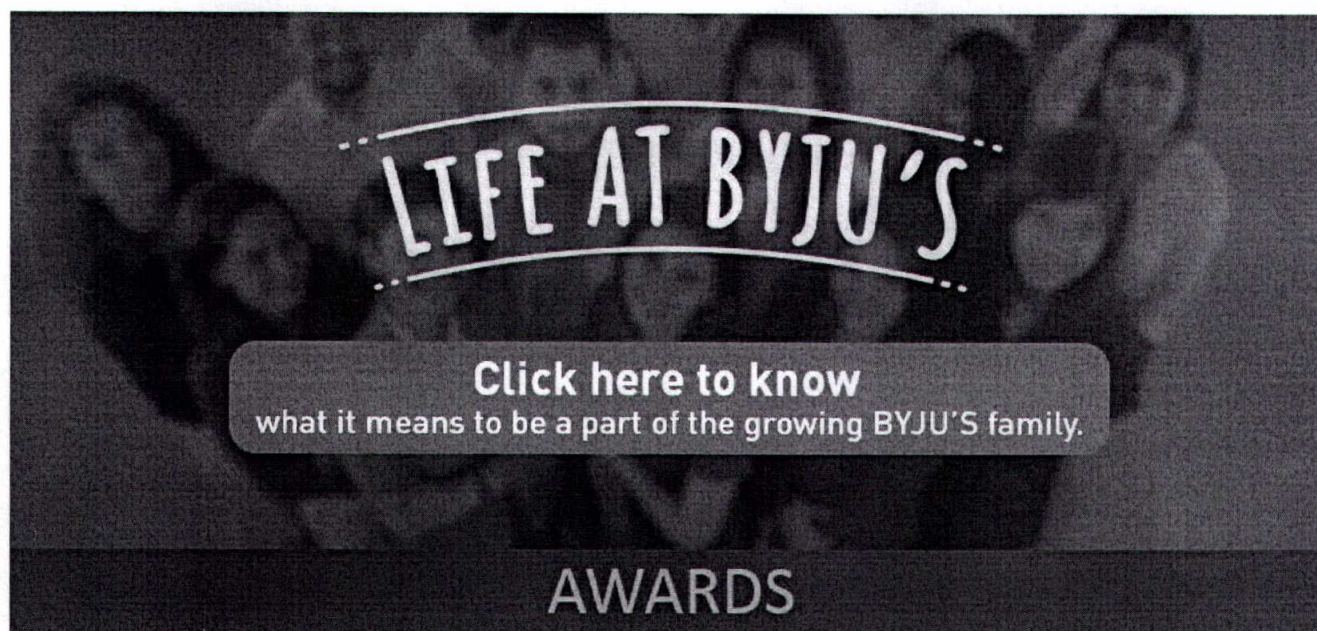
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Regards,

Team BYJU's





ET 40 Under Forty
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Vccircle
Awards

Education
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Overall Ed Tech winner
Gold Award for Best
Educational App

3VC16CV035

Kishore Chanukotimath

guru raj <kkgr26@gmail.com>

**Fwd: Interview Result at BYJU's**

1 message

Kishore Chanukotimath <kishorechanukotimath@gmail.com>
To: kkgr26@gmail.com

Tue, Oct 27, 2020 at 11:50 AM

----- Forwarded message -----

From: Priyanka Naga <priyanka.naga@byjus.com>
Date: Sun, Oct 25, 2020, 7:16 PM
Subject: Interview Result at BYJU's
To: <kishorechanukotimath@gmail.com>



Congratulations

Dear Kishore Chanukotimath,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at BYJU'S – The Learning App.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:**Date of Joining :** 11/03/2020**BDT Training Location :** Bengaluru**Role Location :** Mysore**Joining Location Address:** Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95**Fixed CTC during training (not inclusive of incentives):** INR 3 LPA

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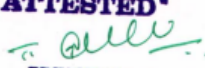
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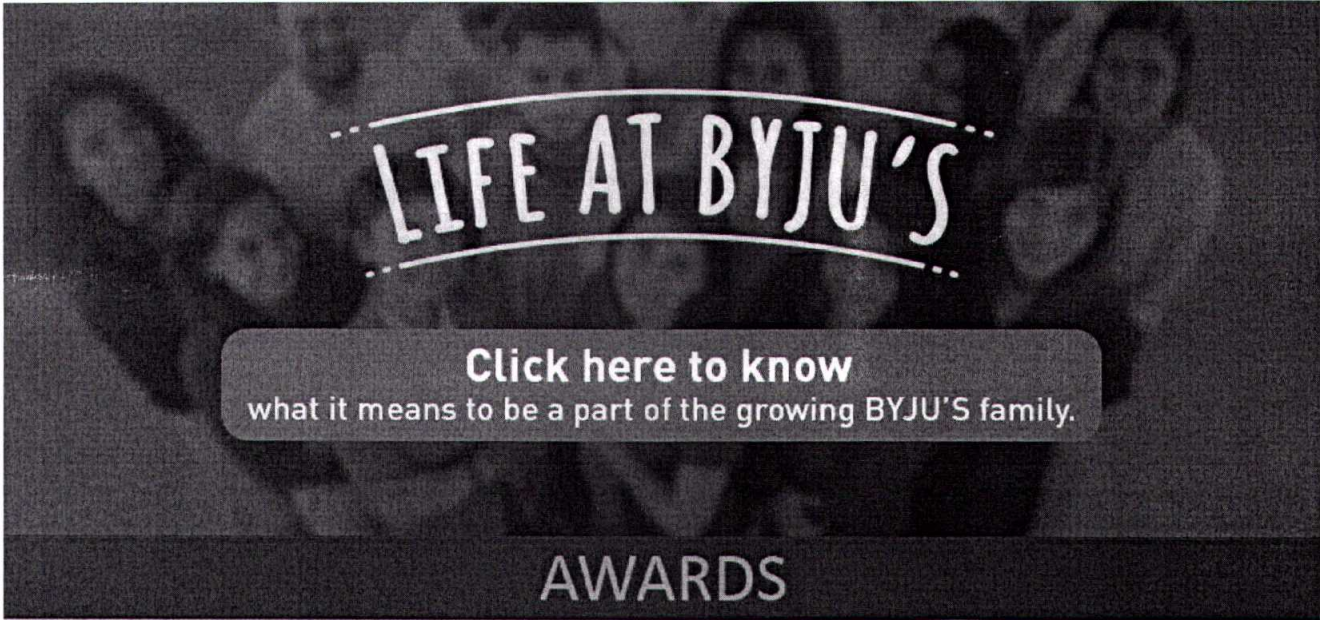
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PRINCIPAL
R.Y.M. Engineering College,
Formerly Vijayanagar Engg. College)
Cantonment, Bellary-583 104



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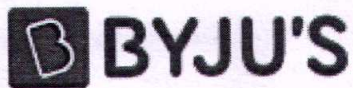
Winner of CNBC TV18
Young Turks of the year award



GMA Summit
Award 2016



Reimagine Education
Award 2016
Overall Ed Tech winner
Gold Award for Best
Educational App



Offer Letter

Name: Samreen Samreen Samreen k

MBA

Date: Saturday, November 21, 2020

Dear Ms. Samreen Samreen Samreen k,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, December 1, 2020**. Your work location would be **Bangalore - IBC Knowledgepark / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the

Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Bangalore - IBC Knowledgepark / Bangalore
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared

samreen m k <samreen.rymec@gmail.com>
To: "jpk.rymec" <jpk.rymec@gmail.com>

Fi

Aegon Life : Appointment Letter for Relationship Manager (Campus) Inbox

Dear Samreen M,

Greetings from Aegon Life Insurance Co. Ltd.!

We are pleased to appoint you for the position of Relationship Manager (Campus) with Aegon Life Insurance Co.Ltd.

This Appointment letter is valid till 01-03-2020.

Please click on the link below to view & accept the letter.

Click Here

User Id: Samreen.rymec@gmail.com

Password: 1WTP@o4rrumk

Looking forward to have you on board soon!

Please contact the undersigned for any assistance.

Regards,
Surya A V
surya.a@aegonlife.com
9884873545
www.aegonlife.com

Note: This is a system generated email. Please DO NOT reply to this email.

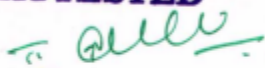
[Quoted text hidden]

samreen m k <samreen.rymec@gmail.com>
To: "jpk.rymec" <jpk.rymec@gmail.com>

Fri, Nov 27, 2020 at 1:27 PM

[Quoted text hidden]

 OfferLetter.pdf
179K

"ATTESTED"

PRINCIPAL
R.Y.M. Engineering College,
Formerly Vijayanagar Engg. College)
Cantonment, Bellary-583 104.

BASAVA CONSTRUCTIONS

(An ISO 9001:2015 Certified)
Engineers and Consultants



Opp. Old Govt. Hospital, Near S.B.I. Bank, Vidyanagar, Koppal-583231

Er. Akash K. Hurakadli B.E(CIVIL) M.Tech (CADS), AIV

Cell : 9483936003, 9886427050.

Er. Suchita A. Hurakadli B.E(CIVIL) M.Tech (CADS).

E-mail:- basavaconstructions003@gmail.com

Ref. No.:

Date :

1

LETTER OF APPOINTMENT

REF: LA-105-20
DATE: 01/10/2020

To,
Mr. ABHISHEK U SOPPIMATH,
Thilak Nagar,
Bellary.

Mr. ABHISHEK U SOPPIMATH,

With reference to your application and the subsequent interview, we are pleased to offer you an appointment as "**SITE ENGINEER**" for subject to the terms and conditions of service, as mentioned in the enclosed Annexure.

Please sign the duplicate copy of this letter and Annexure as a token of acceptance of appointment and the terms and conditions of service, and return the same at the earliest along with intimation of expected date of joining the service.

Thanking you,

Yours faithfully,
For.

Er. Akash K. Hurakadli
BE (Civil) M. Tech (CADS) A.I.V
BASAVA CONSTRUCTIONS
(An ISO 9001:2015 Certified)
Opp. Old. Government Hospital
Near S.B.I. Bank, Vidhyanagar,
KOPPAL-583231.
M: 9886427050, 9483936003



NANDHI NIRMANA

WE UNDER TAKE CIVIL CONTRACT WORKS



#20, Ward No 9, Mariswamy Mutt, Behind Big Market, Ballari-583101, Karnataka

Ref No. :

Date :

2

OFFER FOR JOB

Ref:OJ/214/2019

Date: 04/10/19

Dear ANAND R BHAJANTRI,

Congratulations! We are pleased to confirm that you have been selected to work for Nandhi Nirmana. We are delighted to make you the following job offer.

The position we are offering you is that of **Site Engineer** at a monthly salary of 12,000/-. This position reports to ShanranPatil. Your working hours will be from 9AM to 6PM.

Benefits for the position include:

- Casual Leave of 12 days per annum
- Employer State Insurance Corporation ESIC Coverage

We are confident you will be able to make a significant contribution to the success of our Nandhi Nirmana and look forward to working with you.

For NANDHI NIRMANA

G. Mallikarjuna.

Proprietor

SRI CHAKRA TECHNO CONSULTANTS

BASAVESHWARA NAGAR,BALLARI-583103

Ref No. SCTC/ 121/2020-21

Date: 28.01.2020

LETTER OF APPOINTMENT

Name: BHARATKUMAR PATIL

Address: KAPPAGAL ROAD

Ballari

Dear BHARATKUMAR PATIL

Appointed as SITE ENGINEER,

We refer to your recent interview for the above position and are pleased to inform that we are offering you the above position with our company effective from 01/02/2020 under the following terms and conditions:

- **Salary:** you will get a salary of Rs.18,000/-.
- **Working hours :** Monday to Saturday 9.00am to 5.00pm (during construction progress if time exceeds as mentioned has to be in site)
- **Leave policy:** you're entitled with 15 days /year. Including CL,SL and EL.
- **Notice period:** if you are desired to leave the company, minimum of 1month notice period has to serve.

For Sri Chakra Techno Consultants

Amogha Varsha
Proprietrix / Manager



BNR CONSTRUCTIONS

Licensed and Consulting Engineer

MURTHY B
B.E. Civil, M. Tech Structures
8050494898

REF: SN-254-25/20
DATE: 03/10/2020

To,
Mr. BHIMAPPA,
GANDHINAGAR,
Bellary(dt),

4

Mr. BHIMAPPA,

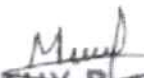
With reference to your application and the subsequent interview, we are pleased to offer you an appointment as **"SITE ENGINEER"** for subject to the terms and conditions of service, as mentioned in the enclosed Annexure.

Please sign the duplicate copy of this letter and Annexure as a token of acceptance of appointment and the terms and conditions of service, and return the same at the earliest along with intimation of expected date of joining the service.

Thanking you,

Yours faithfully,
For,




MURTHY, B. BE. Civil, M. Tech (Str)
Licensed & Consulting Engineer.
BALLARI-583101.
Cell: 8050494898

BASAVA CONSTRUCTIONS

(An ISO 9001:2015 Certified)
Engineers and Consultants



Opp. Old Govt. Hospital, Near S.B.I. Bank, Vidyanagar, Koppal-583231

Er. Akash K. Hurakadli B.E(CIVIL) M.Tech (CADS). AIV

Cell : 9483936003, 9886427050.

Er. Suchita A. Hurakadli B.E(CIVIL) M.Tech (CADS).

E-mail:- basavaconstructions003@gmail.com

Ref. No.:

Date :

5

LETTER OF APPOINTMENT

REF: LA-106-20

DATE: 01/10/2020

To,
Ms. USHA RANI,
Thilak Nagar,
Bellary.

Ms. USHA RANI,

With reference to your application and the subsequent interview, we are pleased to offer you an appointment as "**DRAFTSMAN**" for subject to the terms and conditions of service, as mentioned in the enclosed Annexure.

Please sign the duplicate copy of this letter and Annexure as a token of acceptance of appointment and the terms and conditions of service, and return the same at the earliest along with intimation of expected date of joining the service.

Thanking you,

 Yours faithfully,
For.

Er Akash. K. Hurakadli
BE (Civil) M. Tech (CADS) A.I.V

BASAVA CONSTRUCTIONS

(An ISO 9001:2015 Certified)

Opp. Old. Government Hospital

Near: S.B.I. Bank, Vidhyanagar

KOPPAL-583231.

A. 9886427050: 9483936003

S.M.D. ASSOCIATES

CIVIL & ELECTRICAL CONTRACTOR

D No 142, Nishani Camp Main
Road, Near Kendriya Vidyalaya
T.B. DAM - 583 225, Hospet Tq
Cell 9880786102 8073447137
E-mail mdgafur79@gmail.com

Ref

Date

Ref No.SMD/116/2020-21

Date: 11.09.2019

LETTER OF APPOINTMENT

Name: GANESHA B

Address: # 21,3RD MAIN,

Basaveshwara nagar, Ballari

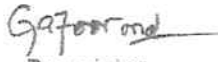
Dear GANESHA B

Appointed as Site Engineer,

We refer to your recent interview for the above position and are pleased to inform that we are offering you the above position with our company effective from 15.09.2019 under the following terms and conditions:

- **Salary:** you will get a salary of Rs.15,000/- per month.
- **Working hours :** Monday to Saturday 9.00am to 5.00pm.
- **Leave policy:** you're entitled with 15 days /year. Including CL,SL and EL.
- **Notice period:** if you are desired to leave the company, minimum of 1month notice period has to serve.

For S.M.D. ASSOCIATES


Proprietor

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

423

Date:07-May-2021

Nikitha Patil

C9477173

GIRLS PG 231,28TH CROSS ROAD 2ND BLOCK RAJAJINAGAR NEAR BASAVESHWARA HIGH SCHOOL
BANGALORE 560010
9663668166

Dear Nikitha Patil,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd.
("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- 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". 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 65% and above or 6.5 CGPA and above in the current degree 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.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 0fa721ce-ce7a-4b3a-b962-7f1eaae6cc29_1
Signed By: Mahesh Vasudeo Zurale

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. 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 will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.



guru raj <kkgr26@gmail.com>

Fwd: Interview Result at BYJU's

1 message

2

AKHILESH K <kakhilece.rymec@gmail.com>
To: kkgr26@gmail.com

Wed, Sep 30, 2020 at 8:56 AM

----- Forwarded message -----

From: AKHILESH K <kakhilece.rymec@gmail.com>
Date: Tue, 29 Sep, 2020, 2:29 PM
Subject: Fwd: Interview Result at BYJU's
To: <manjuhc166@gmail.com>, <manjuhc166@hotmail.com>

----- Forwarded message -----

From: AKHILESH K <kakhilece.rymec@gmail.com>
Date: Tue, 29 Sep, 2020, 10:19 AM
Subject: Fwd: Interview Result at BYJU's
To: <ananyaindurs@gmail.com>

----- Forwarded message -----

From: Divya Bharti <divya.bharti@byjus.com>
Date: Tue, 29 Sep, 2020, 9:55 AM
Subject: Interview Result at BYJU's
To: <kakhilece.rymec@gmail.com>



Congratulations

Dear AKHILESH K,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:**Date of Joining :** 10/06/2020**BDT Training Location :** Bengaluru**Role Location :** Bangalore**Joining Location Address:** Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95**Fixed CTC during training (not inclusive of incentives):** INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales or Rs 8 INR (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a duration of 2 months. The first 2 weeks of this training will be classroom training followed by 6 weeks of "On-the-Job Training", both at the BDT Training Location. You will be assessed and monitored during your training program. We are also happy to inform you that additional performance incentives will be applicable during your training period. Currently till our offices re-open, your training will happen in the Work from Home mode. Once our offices are open, your training will shift to the BDT Training Location.

Upon successful completion of training based on clearing the company's expected parameters, you will be confirmed as BDA - Direct Sales (at 10 LPA) or BDA - Inside Sales (at 8 LPA). Also, only after confirmation to the BDA role, you will start work at your 'Role Location' (unless joining and training is being held at your role location itself).

Note for candidates confirmed as BDA-Direct Sales: In the unlikely scenario where the Direct Sales Model does not resume in your role location at the end of your Training Program, you will be offered the BDA-Inside Sales (at 8 LPA) role in Bengaluru. You will relocate to your role location as BDA-Direct Sales (at 10 LPA) as soon as the Direct Sales model begins at your role location.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.
3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.
4. Your training performance will be thoroughly evaluated during your 8 weeks with us as that will be an incubation period for your new role.
5. Business formals or business casual attire is mandatory during work hours.
6. Accommodation at the BDT training location will be provided by the company for the first two weeks of the BDT Program (only applicable for those whose role location is not Bangalore)

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://youtu.be/2XeGi5RHypQ> for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release).

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

LIFE AT BYJU'S

Click here to know
what it means to be a part of the growing BYJU'S family.

AWARDS



ET 40 Under Forty
India's Hottest Business
Leaders Award (2016)

Vocircle
Awards

Education
Company Of
The Year 2016



Winner of
SuperBrands
SuperStartups 2017

Deloitte

Winner of Deloitte Technology Fast 50 India and
Top 500 Asia Award (2012, 2013, 2014, 2015, 2016)

ET NOW

ET Now Education Excellence Award (2013)



Winner of
Established Education App of
the Year (2017)



Winner of Google Play's
"Best Self Improvement"
app in India 2016



Winner of ASSOCHAM
SMEs Excellence Award
for Start-up of the Year
2016



Winner of CNBC TV18
Young Turks of the year award



GMA Summit
Award 2016



Reimagine Education
Award 2016
Overall Ed Tech winner
Gold Award for Best
Educational App

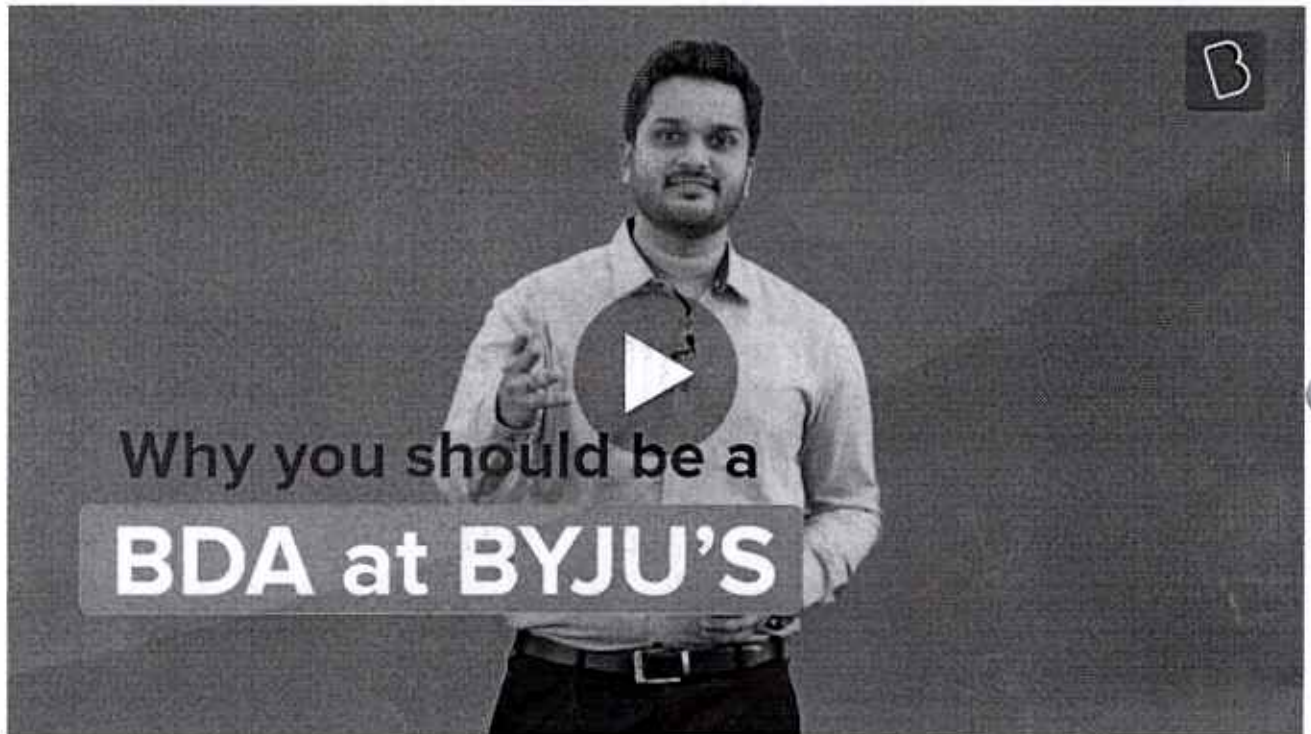
Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

Registration Link: Please click here to register.

Regards,

Team BYJU's



3

03

Candidate ID: 4467364 /761189.

Date of Joining: 04/27/2021,

Joining Location: Pune.

Designation: Analyst,

Dear Sushma A P,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1. Welcome Address
2. Verification of master data sheet, which contains your detailed information.
3. Verification of joining documents*
4. Receipt of employee handbook and visitor-cum-bus pass
5. Submission of signed documents
6. Receipt of hard copy of offer letter
7. ID cum access card formalities
8. Bank account opening formalities
9. Meeting the buddy

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited, A-1, Technology Park,
A-1 Technology Park MIDC, Talwade, Pune, Maharashtra - 412114

ushma A P,

Analyst

Total Cost to Company (CTC):

Rs.300,002.1

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.0
House Rent Allowance	Rs. 4,005.00	Rs 48,060.0
Other Reimbursements & Allowances#	Rs. 0.00	Rs.0.0
Personal Allowance	Rs. 5,000.00	Rs. 60,000.0
Advance Statutory Bonus	Rs. 3,064.00	Rs. 36,768.0
Gross monthly salary	Rs.22,069.00	Rs. 264,828.0
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.0
Gratuity (accrual only)		Rs.5,772.0
Total Fixed Compensation		Rs.292,200.0
Total Cash Compensation		Rs.292,200.0
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.1
Capgemini contribution to ESI		Rs.0.0
Total Cost to Company		Rs. 300,002.1

390

04
04**Offer Letter - Trainee**

Ref No: CT/OL/2020-21/091

24th March 2021

Dear Lalita B K,

Further to the discussions you had with us, we are pleased to inform you that you have been selected as a Trainee in our Company on the following terms and conditions:

As such, your training will focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you have learned so far.

1. Training Period

The training will be for a period of **6 months** from the date of your joining. Your Date of joining will be **1st April 2021 at 9:30 AM**.

2. Consolidated Stipend

You will be paid a stipend of Rs. 10,000/- per month (Rupees Ten Thousand per month) during the period of your training.

3. Benefits applicable

During the training period, you will not be entitled to any benefits applicable to regular employees.

4. Important Documents to Submit

You are requested to submit the **photocopies** of the following documents along with the **originals on the date of Joining**.

- a. All your Board/University Degree certificates and mark sheets starting from 10th standard till date
- b. Address Proof (anyone): Election ID card/Driving License/Ration Card/Rent Agreement/Electricity Bill
- c. Passport
- d. PAN Card and Aadhar card
- e. Passport size photographs (3 no's)

5. Performance Evaluation

Your performance will be reviewed periodically during the training period. If additional training period is required based on the performance assessment the company reserves the right to extend the training period by maximum two months.

6. Offer of Employment

Upon successful completion of training and subject to your performance meeting our expectations and availability of a suitable vacancy, the Company may offer you regular

employment VIA an 'Appointment Letter'.

7. Ethics and Confidentiality

You are required to maintain the highest order of ethics and confidentiality as regards to the company and/or its associate companies and in case of breach of discipline/trust, your services may be terminated by the Company with immediate effect.

8. Background Verification:

This offer letter is issued on the understanding that all the information given by you in your application for employment and also during the interview or data provided prior to and /or at the time of interview is true. As part of our process, **an antecedent verification (Background verification)** will be initiated for every new employee and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, in such cases, the Company will have the right to withdraw the offer and you will be liable to be removed from the employment without any notice and compensation at any time.

9. As part of the joining process you will be required to sign a Fresher's Bond which shall elaborate the associated governing terms and conditions.

We welcome you to our organization and we are confident that you will play an active role in fulfilling the Company's vision and mission. We look forward to a long and happy association with us!!

Please sign the duplicate copy of this letter on all the pages and return to us as a token of your acceptance of the terms and conditions of this offer letter. Alternatively reply to the email containing the PDF document of this offer with your acceptance.

This offer will remain valid for your acceptance for [one] [01] day from the date of issuance hereof.

Thanking you,
For CHIMERA TECHNOLOGIES PRIVATE LIMITED

Medini Chopra
(Senior Recruiter - Executive)

28-Jan-2020

Dear G Sirisha,
B.Tech/B.E., Electronics and Communication Engineering
Rao Bahadur Y.Mahabaleswara Engineering College



5

Candidate ID - 14049639

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

28-Jan-2020

Dear HM Chandana,
B.Tech/B.E., Electronics and Communication Engineering
Rao Bahadur Y.Mahabaleswarappa Engineering College



Candidate ID – 14049668

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs. 401,986/-**. This includes an annual incentive indication of **Rs. 22,500/-** as well as Cognizant's contribution of **Rs. 23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs. 455,880/-**. This includes an annual incentive indication of **Rs. 22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

HRD/3T/1000815217/20-21

January 28, 2021

Mr. Promod Bariker
C/O A.Hanumantappa Electrician House No.274
S.L.V Mantappa, Old Kenchanagudda Road
Bellary-583121
India

Ph: +91-8904362223

Dear Promod,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.28 18:15:12 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

January 28, 2021

HRD/1000815217/20-21

Mr. Promod Bariker
C/O A.Hanumantappa Electrician House No.274
S.L.V Mantappa, Old Kenchanagudda Road
Bellary-583121
India

Ph: +91-8904362223

Dear Promod,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **03-May-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. 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 the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Promod Bariker			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.28 18:15:12 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Promod Bariker			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

January 28, 2021

HRD/1000814973/20-21

Mr. Chandrashekhar R
White House,
Airport Road,
Bellary-583104
India

Ph: +91-7795252649

Dear Chandrashekhar,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **29-Mar-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

HRD/3T/1000814973/20-21

January 28, 2021

Mr. Chandrashekhar R
White House,
Airport Road,
Bellary-583104
India

Ph: +91-7795252649

Dear Chandrashekhar,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.28 16:02:59 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. 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 the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your full Name Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.01.28 16:02:59 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Chandrashekhar R			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

Date: 18/05/2020

Offer Letter ID: 80027278

Dear ANGADI SHRIDHAR,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Sales Manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides. together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

**FREENKART**

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule

Date: 18/05/2020

Offer Letter ID: 80027054

Dear SOHAIL K,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Sales Manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

**FREENKART**

FINANCIAL SERVICES

Calculating Gross Salary	<u>Monthly</u>	<u>Yearly</u>
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule

Date: 18/05/2020

Offer Letter ID: 80027065

Dear PRAJWAL KUMAR H M,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Sales Manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

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Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

**FREENKART**

Calculating Gross Salary	<u>Monthly</u>	<u>Yearly</u>
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule

Date: 18/05/2020
Offer Letter ID: 80027071

Dear SHAKEEL AHMED,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Sales Manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

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Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad,
Telangana 500049

**FREENKART**

ESTD 2010

Calculating Gross Salary	<u>Monthly</u>	<u>Yearly</u>
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
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Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule



Date: 18/05/2020

Offer Letter ID: 80027276

Dear SRI RANGANATH DESAI,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Sales Manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

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Sincerely,

HR MANAGER,

FREENKART SOLUTIONS



FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	<u>Monthly</u>	<u>Yearly</u>
CTC	27,083	3,25,000
EPF	975	11,700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
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Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

* TDS applicable as per Income Tax Rule

Offer Letters

AY: 2020-21

3vc17EC051

Offer Letter

Name: Raju Gheewari
Date: Tuesday, August 31, 2021

Dear Mr. Raju Gheewari ,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. Date of Joining & Work Location: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, September 7, 2021**. Your work location would be **Belgaum / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Rahul Raj (TNL201605108)
Role Location:	Belgaum / Bangalore
Sales Circle Location:	Belgaum
BDT Training Location	Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 3 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep

confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment.

Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet-All semester mark sheet
4. Graduation/Post Graduation-Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

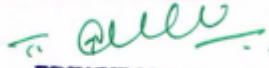
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorized signature.

"ATTESTED"

PRINCIPAL
R.Y.M. Engineering College,
Formerly Vijayanagar Engg. College)
Cantonment, Bellary-583 104.



guru raj <kkgr26@gmail.com>

Fwd: Recruitment Update for application at BYJU's

1 message

Soundarya V S <soundarya.ece.rymec@gmail.com>

Sun, Sep 26, 2021 at 3:30 PM

To: guru raj <kkgr26@gmail.com>

3JC17EC071

----- Forwarded message -----

From: **Rajesh** . <rajesh.v@byjus.com>

Date: Sun, 26 Sep, 2021, 10:20

Subject: Recruitment Update for application at BYJU's

To: <soundarya.ece.rymec@gmail.com>



Dear SOUNDARYA V S ,

Thank you for applying and congratulations on being shortlisted at BYJU'S - The Learning App for a Sales & Marketing position.

Job Profile: Business Development Associate (BDA)

Description: You will start your journey at BYJU'S as an individual contributor working in a team to introduce and showcase the unique way in which BYJU'S-The Learning App help students learn better. You will also be responsible for mentoring these students and will play a role in their learning journey. Your key role will be to connect with students and parents across the country about one of the world's most loved learning apps and how it will help students learn not just for exams, but way beyond.

This is an individual contributor role in an employee-oriented, high performance environment that emphasizes on spreading the BYJU's unique way of learning in your city. Your role will start with contacting potential customers (parents and students) to set up meetings, counsel the students on learning pedagogies and the BYJU's personalised learning journey. You will be working 5 days a week with Mondays and Tuesdays being week-off. This hybrid model of sales will give you an exposure to the best of inside-sales and direct-sales. Please download the BYJU's Learning App to understand the magic of the BYJU's courses which has been widely accepted not just across thousands of towns in India but by millions of users across the globe. We look forward to having you on board Team BYJU's. All the best!

Business Development Associate - Direct Sales (On-Field Profile)**Sector:** Sales

Locations: Across India

Working Days: 5 days work week (Saturday and Sunday Mandatory working)

CTC: Rs. 10 Lakhs per annum (Rs.7 Lakhs per annum as Fixed pay and Rs. 3 Lakhs per annum as Incentive Pay) (**Post Training**)

Rs.5 Lakhs per annum (Rs.3 Lakhs per annum as Fixed pay and Rs. 2 Lakhs per annum as Incentive Pay) **During the Training**

program of 2 months

Based on your profile, we would like to shortlist you for a Video Interview Call with us after a brief interaction over call.

How to proceed: If you are interested for this position, kindly revert back to us on this mail for you to have our phone call round along with your resume. You can also fill the form <https://forms.gle/uKwPwHjHqQ7yhjFf6>

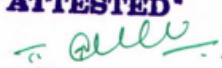
Important Steps:

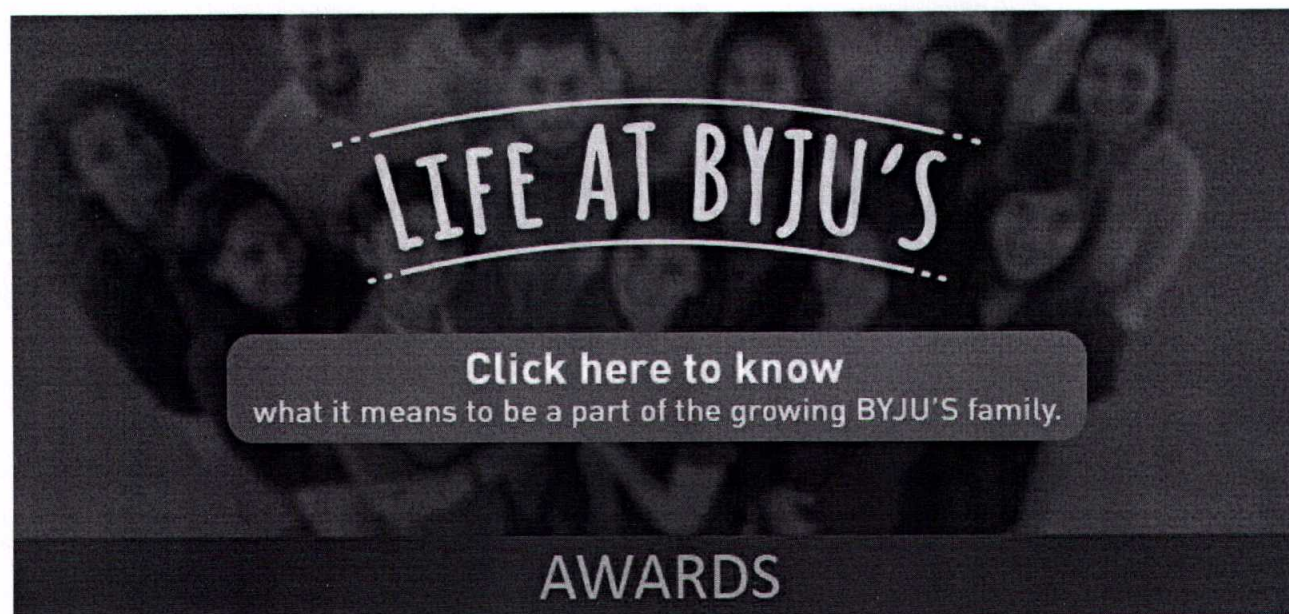
1. Please be available in your registered mobile number (9482766424) during the date chosen by you for the interview. (Please let us know if there are changes in this phone number.)
2. Result declaration will be done within 7 working days.

Detailed Job description : <https://bit.ly/2TkJNXa>

Regards,

TEAM BYJU'S.

"ATTESTED"

PRINCIPAL
R.Y.M. Engineering College,
Formerly Vijayanagar Engg. College,
Cantonment, Bellary-583 104.



ET 40 Under Forty
India's Hottest Business
Leaders Award (2016)



Education
Company Of
The Year 2016



Winner of
SuperBrands
SuperStartUps 2017

Deloitte.
Winner of Deloitte Technology Fast 50 India and
Top 500 Asia Award (2012, 2013, 2014, 2015, 2016)



ET Now Education Excellence Award (2013)



Winner of
Established Education App of
the Year (2017)



Winner of Google Play's
"Best Self Improvement"
app in India 2016



Winner of ASSOCHAM
SMEs Excellence Award
for Start-up of the Year
2016



Winner of CNBC TV18
Young Turks of the year award



GMA Summit
Award 2016



Reimagine Education
Award 2016
Overall Ed Tech winner
Gold Award for Best
Educational App



RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Interview Result at BYJU's

2 messages

Sameera Sultana <sameerasultanak.eee.rymec@gmail.com>

Fri, Oct 1, 2021 at 4:43 PM

To: "rymecplacement@gmail.com" <rymecplacement@gmail.com>, sharanueee@rymec.in

----- Forwarded message -----

From: Sandhya Kumari <sandhya.sahay@byjus.com>

Date: Fri, 1 Oct 2021, 13:04

Subject: Interview Result at BYJU's

To: <sameerasultanak.eee.rymec@gmail.com>

3VC17 EE050



Congratulations

Dear SAMEERA SULTANA K,

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 10/12/2021

Role Location : Bangalore (All Inside Sales roles are in Bangalore office only)

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks based on performance assessments/evaluations and quality audits, subject to management discretion. The first 2 weeks of this training will be classroom training at the Bangalore office. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the same location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Inside Sales (at 8 LPA with 5 LPA fixed + 3 LPA variable).

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.

3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.

4. Your successful completion of the Program will depend upon fulfilling all the criterias mentioned below individually:

- Achieving the minimum criteria of Revenue during the OJT phase of the Program (details of the minimum criteria will be communicated to you at the beginning of the program)

- Satisfactory performance and conduct feedback from your Manager, Trainer and HR Team during the entire Program

- Successfully clearing all capability, performance assessments/evaluations and quality audits conducted during the entire Program

5. Business formals or business casual attire is mandatory during work hours.

6. You are required to have taken at least 1 dose of a COVID-19 vaccination prior to the onboarding date post successful completion of the program. It is a mandatory requirement to be onboarded.

7. We at Byju's or any of our recognized partners do not charge any monetary sum against interviewing/selecting any candidate, please get in touch with your official recruiter or write back to us at recruitment@byjus.com to report any such incident.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://youtu.be/2XeGI5RHypQ> for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release)

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

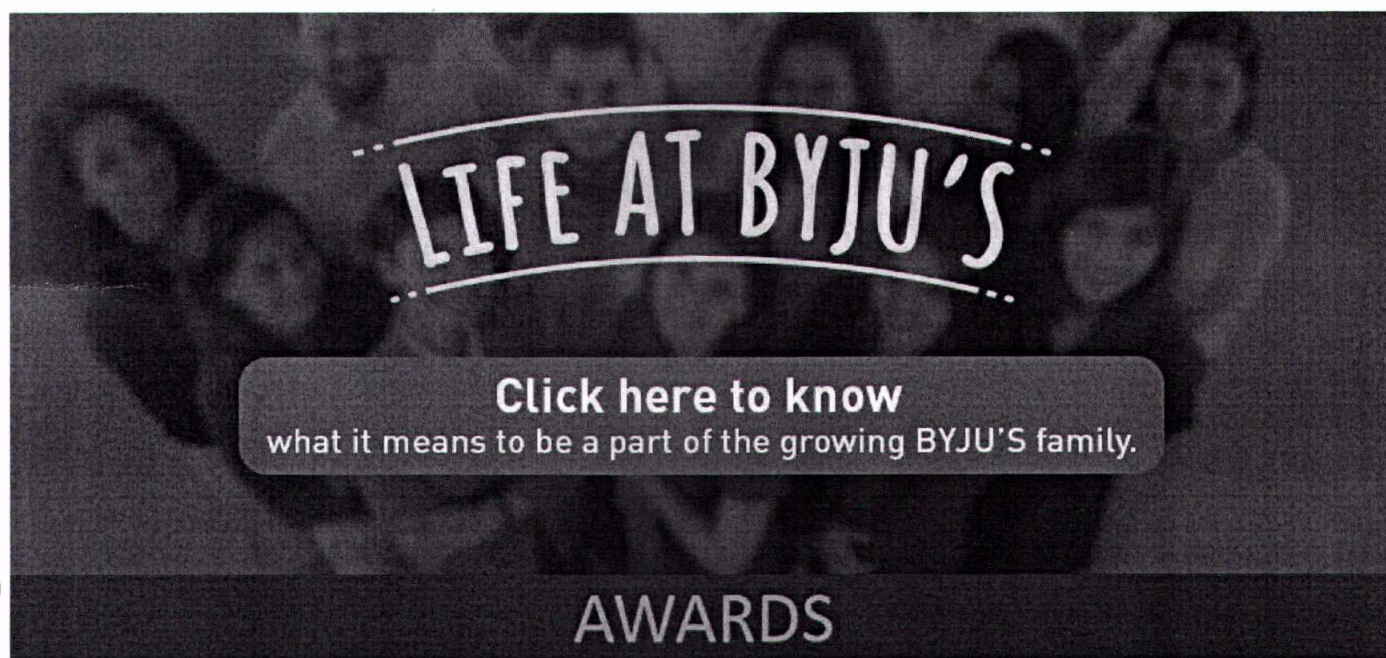
Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

Registration Link: Please click here to register.

Regards,

Team BYJU'S



ET 40 Under Forty
India's Hottest Business
Leaders Award (2016)

Vccircle
Awards

Education
Company Of
The Year 2016



Winner of
SuperBrands
SuperStartUps 2017

Deloitte.

Winner of Deloitte Technology Fast 50 India and
Top 500 Asia Award (2012, 2013, 2014, 2015, 2016)

ET NOW

ET Now Education Excellence Award (2013)



Winner of
Established Education App of
the Year (2017)



Winner of Google Play's
"Best Self Improvement"
app in India 2016



Winner of ASSOCHAM
SMEs Excellence Award
for Start-up of the Year
2016



Winner of CNBC TV18
Young Turks of the year award



GMA Summit
Award 2016



Reimagine Education
Award 2016
Overall Ed Tech winner
Gold Award for Best
Educational App

To: Sameera Sultana <sameerasultanak.eee.rymec@gmail.com>

congratulations

[Quoted text hidden]

--

Thanks & Regards

Gururaj KK

Associate Prof And Placement Officer

Training & Placement Cell

RYM Engineering College

Ballari-583104

Karnataka

Ph:94481 02503



RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Interview Result at BYJU's

1 message

Thippana Gouda B <thippanagouda.eee.rymec@gmail.com>
To: rymecplacement@gmail.com

Thu, Sep 16, 2021 at 3:06 PM

----- Forwarded message -----

From: **Abdullah Farook Ali** <abdullah.ali@byjus.com>
Date: Mon, 6 Sep 2021, 5:39 pm
Subject: Interview Result at BYJU's
To: <thippanagouda.eee.rymec@gmail.com>

3VC17EE066



Congratulations

Dear THIPPANAGOUDA B,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:**Date of Joining :** 12th October 2021**Role Location :** Davangere**Sales Circle Location :** Bellary**BDT Training Location :** Bengaluru (or WFH)**Joining Location Address:** Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95 (or WFH)**Fixed CTC during training (not inclusive of incentives):** INR 3 LPA**Annual CTC post successful completion of Training:** INR 10 LPA (5 LPA fixed + 3 LPA variable + 2 LPA DS allowance) for the role of BDA - Direct Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it upto a maximum of 2 weeks. The first 2 weeks of this training will be classroom training followed by 4 weeks of "On-the-Job Training", both conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Direct Sales (at 10 LPA). Once you have become a BDA, you will be posted in the Role Location and will be working out of the Sales Circle Location assigned to you.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.
3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.
4. Your training performance will be thoroughly evaluated during your 8 weeks with us as that will be an incubation period for your new role.
5. Business formal or business casual attire is mandatory during work hours.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

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At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://youtu.be/2XeGI5RHypQ> for a better insight into the job.

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Step2: Complete your details in 'Application Page'

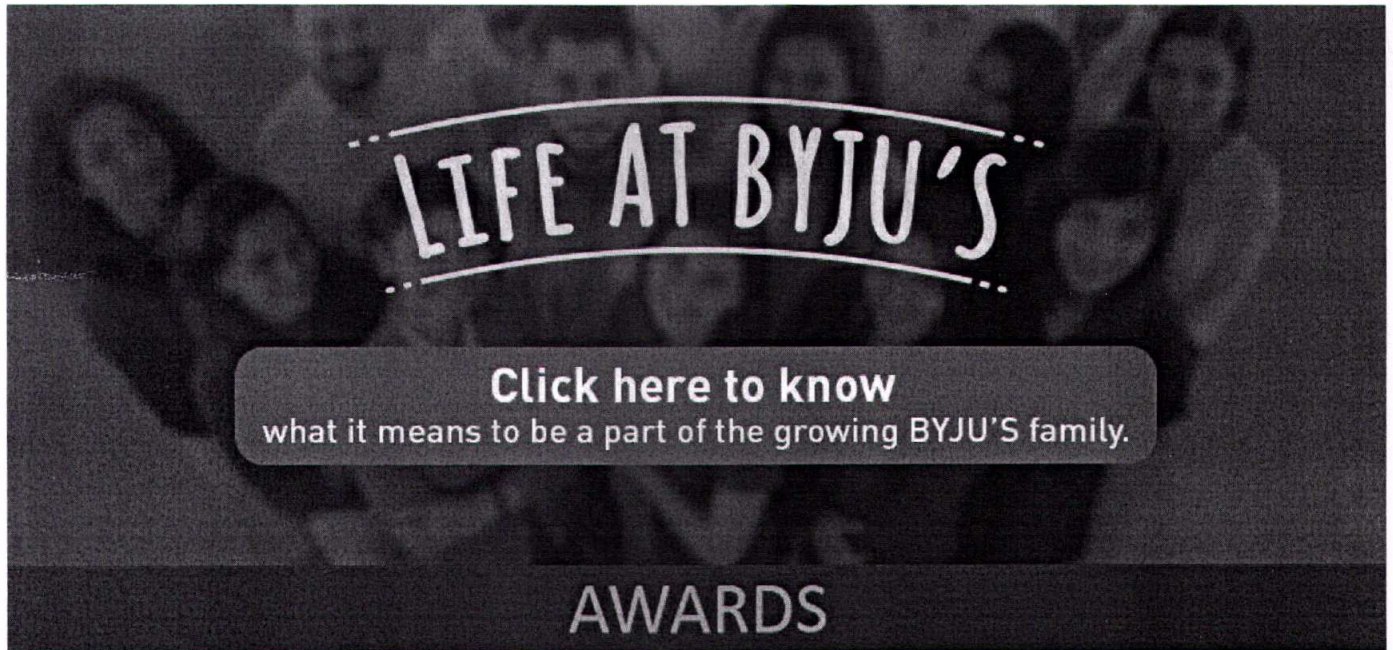
Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

Registration Link: Please click here to register.

Regards,

Team BYJU'S



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India's Hottest Business
Leaders Award (2016)

Vocirele
Awards

Education
Company Of
The Year 2016



Winner of
Super Brands
SuperStartUps 2017

Deloitte.

Winner of Deloitte Technology Fast 50 India and
Top 500 Asia Award (2012, 2013, 2014, 2015, 2016)

ET NOW

ET Now Education Excellence Award (2013)



Winner of
Established Education App of
the Year (2017)



Winner of Google Play's
"Best Self Improvement"
app in India 2016



Winner of ASSOCHAM
SMEs Excellence Award
for Start-up of the Year
2016



Winner of CNBC TV18
Young Turks of the year award



GMA Summit
Award 2016



Reimagine Education
Award 2016
Overall Ed Tech winner
Gold Award for Best
Educational App

"ATTESTED"

[Signature]

PRINCIPAL

R.Y.M. Engineering College,
Formerly Vijayanagar Engg. College)
Cantonment, Bellary-583 104.

Ref No: HR HB-AP-126-2021
Date: 30th Aug 2021

Mr. K Akshay Kumar
Door No. 92, Ward No. 12
Kolmi Bazaar, Ballari - 583101

APPOINTMENT LETTER

With reference to your application and subsequent interview, HalleysBlue is pleased to appoint you as **Construction Engineer** based at Ballari on **30th August 2021**. The Salary (as enclosed) and other terms of this appointment are strictly confidential and should be treated as privileged information between you and the Company.

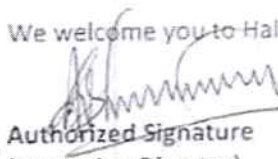
During the course of your employment, if you at any time render yourself incompetent to perform your duties or if you misconduct yourself or be disobedient and commit any breach of the terms of your employment and stipulated values, your services will be discontinued with or without notice & without any pay in lieu.

You may be called upon to perform other duties in the interest of the company's business and priorities, which the management believes are well within your capabilities.

Service Clauses:

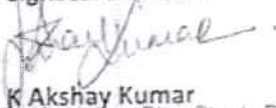
- You are required to serve the Company for a minimum period of 2 years.
- You will be under probation for the period of 3 months. Your confirmation will be done based on your performance during your probation period.
- You shall be governed by the code of conduct & standing orders applicable to you from time to time. During the employment with HalleysBlue, you shall not take up or be connected in any manner whether directly or indirectly with any other business or profession whatsoever.
- The taxes & legal dues as applicable from time to time will be deducted from your salary.
- This appointment is subject to your proper relieving from previous Company/ies & being declared medically fit by a medical officer.
- Upon leaving the services of the company, all tools, drawings, papers, documents and any other articles which may at that time be in your possession, be returned to the company.
- Any false declaration/suppression of facts/information at the time of joining or during the period of service may result into termination of the service with or without any notice.
- The age of retirement or superannuation shall be 58 years.
- The place of jurisdiction will be Bellary, Karnataka in the event of any dispute.

We welcome you to HalleysBlue family & wish you all the best to deliver your best & grow with company.


Authorized Signature
(Managing Director)

I hereby accept all the above mentioned terms & abide by them.

Signature & Date



K Akshay Kumar

Plant & HO: HalleysBlue Steels Pvt Ltd, #57, KIADB Mundargi Industrial Area, 2nd Stage, B'lore Road, Ballari - 583 102, Karnataka, India.
Ph.: +91 9972582103 | e: sales@halleysblue.in | www.halleysblue.com

GST No.: 29AACCV7810Q1ZM | CIN No.: U74210KA2008PTC047058

19 August 2021

OL No: SKLR759

Dear M.Manipal Reddy,

20C17CV038

We congratulate you for being selected for a 3 Months Training with our client **Verzeo EduTech Pvt. Ltd.** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Trainee**

Training Date: **26 August 2021 to 4 September 2021**

OJT Start Date: **5 September 2021**

OJT End Date: **4 December 2021**

Location of Training: Bangalore

Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)

Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <hr@skolar.in> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of SKOLAR if we do not receive your acceptance as per the mentioned timeline.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skolar, and will report on or before **26 August 2021**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

OL No: SKLR760

19 August 2021

Dear Niveditha,

320070053

We congratulate you for being selected for a 3 Months Training with our client **Verzeo EduTech Pvt. Ltd.**
"At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Trainee**
Training Date: **26 August 2021 to 4 September 2021**
OJT Start Date: **5 September 2021**
OJT End Date: **4 December 2021**

Location of Training: Bangalore
Stipend: **INR 15000 Per Month + INR 10000** as incentives (Subject to statutory deductions)
Target: **220000 INR per month.**

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <hr@skolar.in> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SKOLAR** if we do not receive your acceptance as per the mentioned timeline.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skolar, and will report on or before **26 August 2021.**

SIGNATURE: _____
(Candidate's Signature)

DATE: _____



RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Employment_Deduce Technologies

2 messages

Kurugodu Ramya <kurugoduramya1999@gmail.com>

Thu, Oct 7, 2021 at 4:37 PM

To: "rymecplacement@gmail.com" <rymecplacement@gmail.com>

----- Forwarded message -----

From: **Manoj N** <manojmanoj09935@gmail.com>

Date: Thu, Oct 7, 2021, 4:31 PM

Subject: Fwd: Employment_Deduce Technologies

To: kurugoduramya1999@gmail.com <kurugoduramya1999@gmail.com>

----- Forwarded message -----

From: **Monisha S Kumar** <monisha.s@deducetech.com>

Date: Wed, 15 Sep, 2021, 6:16 pm

Subject: Employment_Deduce Technologies

To: Mahima Shrivastava <mahima@deducetech.com>, Meena PL <meena@deducetech.com>, Sudha Rao <sudha@deducetech.com>, Vinutha R <vinutha.r@deducetech.com>, Manasa GS <manasa@deducetech.com>, Sripada CV <sripada@deducetech.com>, Kiran B <kiran.b@deducetech.com>, Rath DJ <rathi@deducetech.com>, Karthik BS <karthik.bs@deducetech.com>, dinesh ts <dineshts@deducetech.com>

Dear Candidate,

Congratulations!!

Subsequent to your application for employment with us and the interview process, we are glad to offer you a position of "Trainee GIS Analyst". You need to send us your offer acceptance email within next 2 working days. Upon joining you shall be issued a formal offer letter as well as the appointment letter.

This email is not confirmation of employment. Employment is subject to verification of all relevant documents and back ground checks. For all graduate (with no prior experience) initial 4 months will be training and we will give you a confirmation letter on successful completion of training period.

You are requested to report at below mentioned office at 9 AM on 21st September, 2021.

Deduce Technologies,**3rd floor, Pinehurst (Kay Aar) Building****Vysya Bank Colony Stage 2, MICO Layout,****Bengaluru, Karnataka – 560076****Landmark: Above Zomato Kitchens, Next to Reliance Fresh**Google Maps Link: <https://goo.gl/maps/GHUGC3VxXssoXCTi7>

Contact person for directions to our office would be Karthik (9632259235).

Please note the following:

- There will not be any change in the reporting time or date. In case of any concern please feel free to reach us at least 2 working days before proposed joining date.
- Office working hours will be from 9:00 AM - 6:30 PM with 30 min of lunch break. Our weekly work days are Monday to Friday and every 1st, 3rd and 5th Saturday of the month.
- All associates are expected to work from office. We don't offer work from home.
- Dress Code is formal on all weekdays except Fridays and Saturdays.
- You are required to wear mask covering your nose and mouth at all times while working within office premises. We will provide hand sanitizer, however please feel free to carry your own sanitizer.
- We are concerned for the health of all our associates. Therefore you are required to be vaccinated at least with the first dose of Covid vaccine before joining. In case you are not vaccinated, please share your vaccination dose registration details and carry Covid negative test certificate on joining date.
- For all graduates who are joining us with < 1 yr experience, we expect minimum 7.0 overall CGPA in your last graduation degree.

For candidates with > 1 yr experience we will need your relieving and experience certificates.

All documents and information will be matched with information shared in resume.

Your initial office location is the one mentioned above. However, you can be transferred between any of our Bangalore office locations in BTM, Jayanagar 8th Block with one week's notice. All our offices are located within 3 KM radius. We will share all our office locations when you join us.

As part of joining process, please bring following documents:

- Salary certificate/ latest pay slips from your previous employer.
- Service certificate and relieving letter from your previous employer.
- All relevant educational certificates.
- All documents must be in original or should be printout from College/University website.
- Bring your Aadhar card. Also bring PAN Card details if available.
- 2 passport size photographs with white background.
- You should not have any Backlogs or arrears in any prior semester.

We are sharing PG list for reference. We don't have tie-up with them. You may choose to stay there or find your own accommodation.

We look forward to Welcome you to Deduce Technologies Family!!!

--

Regards,

Monisha s kumar
HR Executive
Deduce Technologies



RYMEC PLACEMENT <rymecplacement@gmail.com>

10

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

SAI SWAROOP K <swaroop.ece.rymec@gmail.com>
To: rymecplacement@gmail.com

Wed, Jul 14, 2021 at 6:24 PM

----- Forwarded message -----

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>
Date: Wed, Jul 14, 2021, 6:20 PM
Subject: Congratulations! You have been selected to be part of Accenture!
To: <swaroop.ece.rymec@gmail.com>

10



See you soon at Accenture!

Dear Sai Swaroop Kuruva,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.

Link: <http://indiacampus.accenture.com/candidate>

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at [privacy_policy](#) and [Recruiting and Hiring Statement](#). Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct erase, object to processing, restrict to processing or withdraw your personal information anytime and seek a copy of the personal information.

Offer Letter

Name: Raju Gheewari
Date: Tuesday, August 31, 2021

Dear Mr. Raju Gheewari ,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. Date of Joining & Work Location: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, September 7, 2021**. Your work location would be **Belgaum / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Rahul Raj (TNL201605108)
Role Location:	Belgaum / Bangalore
Sales Circle Location:	Belgaum
BDT Training Location	Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 3 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep

confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment.

Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet-All semester mark sheet
4. Graduation/Post Graduation-Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorized signature.



RYMEC PLACEMENT <rymecplacement@gmail.com>

12

Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

3 messages

Soundarya V S <soundarya.ece.rymec@gmail.com>
To: RYMEC PLACEMENT <rymecplacement@gmail.com>

Sat, Aug 28, 2021 at 8:01 PM

12

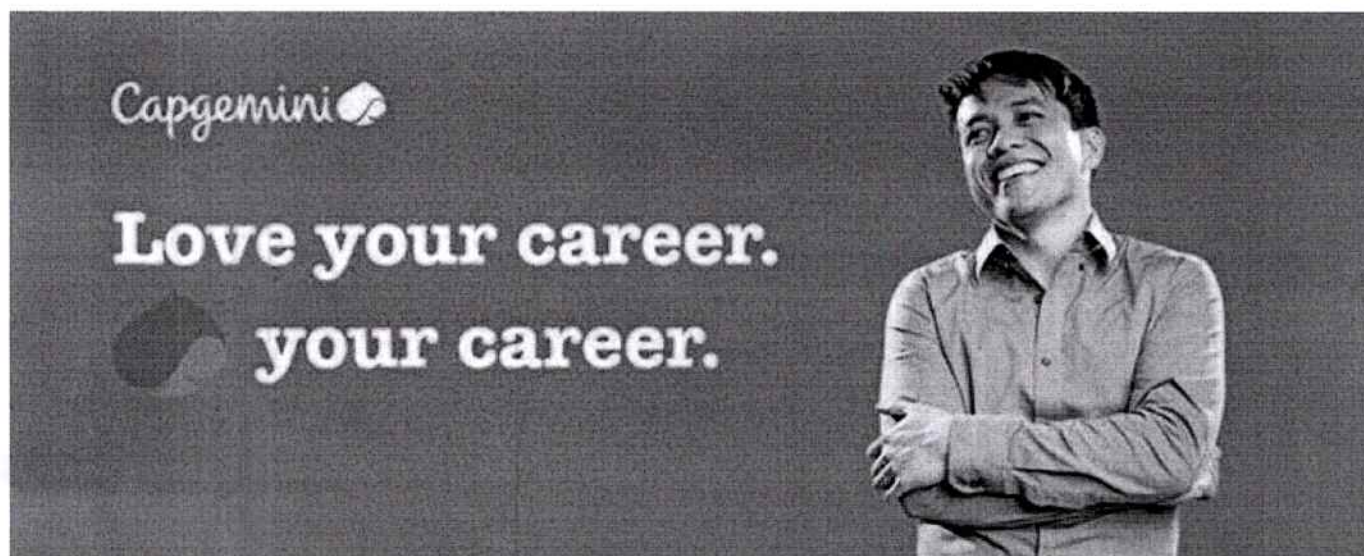
----- Forwarded message -----

From: **Superset** <notifications@email.joinsuperset.com>

Date: Sat, 28 Aug, 2021, 20:00

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: <soundarya.ece.rymec@gmail.com>



Most Ethical
Company - Eight
times in a row



We're highly- rated on
Glassdoor



Capgemini Research
Institute ranked #1



Our gender balance
initiatives



Our global client
stories

Dear SOUNDARYA V S,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Aug 30, 2021 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- **Marksheets should be scanned and uploaded semester/year wise only**
- **Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only**
- **Maximum file size limit is 4MB**
- **The file nomenclature should be (FirstName LastName DocumentName)**

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : Click here to see the Example

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : Click here to see the Example

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : Click here to see the Example

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : Click here to see the Example

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

[Go to Offer Page](#)



Stay Connected. Stay Updated.



[Click here to view the recruitment disclaimer.](#)

[To view our candidate privacy notification please click here](#)

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RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Notification - User Created Successfully

1 message

tejaswini a <tejaswinia.ece.rymec@gmail.com>
To: rymecplacement@gmail.com

Tue, Sep 21, 2021 at 4:11 PM

----- Forwarded message -----

From: <admin@hirepro.in>
Date: Wed, 8 Sep 2021, 2:03 pm
Subject: Notification - User Created Successfully
To: <tejaswinia.ece.rymec@gmail.com>

Dear Tejaswinia ,

Congratulations! You have been shortlisted for an exciting career opportunity with CGI. To expedite the recruitment process, we request you to complete the assigned activities on our document collection portal (<https://ams.hirepro.in/candidate/#/login/CGI>).

Your log-in credentials are:

Username: tejaswinia.ece.rymec@gmail.com
Password: 9Na"Sgks

Click on the option 'Forgot Password' and change / reset your password.
Do not share your credentials with anybody to avoid any chances of data misuse.

CGI pays particular attention to provide a high level of protection to the processing of your personal data. Transparency regarding the conditions of processing of your personal data is therefore taken very seriously and we are delighted to share with you how we process your personal data.
When using this application, you will share personal data with CGI India. This data is used for evaluation your qualification for employment in CGI.

Thanks,

CGI



RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Mphasis_Letter of Intent!

3 messages

Farhana M <farhana.eee.rymec@gmail.com>

Thu, Oct 14, 2021 at 6:01 PM

To: "rymecplacement@gmail.com" <rymecplacement@gmail.com>

----- Forwarded message -----

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>

Date: Wed, 13 Oct 2021, 6:21 pm

Subject: Mphasis_Letter of Intent!

To: farhana.eee.rymec@gmail.com <farhana.eee.rymec@gmail.com>

Ref.No- MPPTH_CD2021-2232

Dear farhana nasir basha,

College Name: **Rao Bahadur Y.Mahabaleshwarappa Engineering College.**

Greetings from Mphasis!! This mail is to inform you about your change in the LOI number!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis.
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within **15 days** of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com**.

Thanks and Regards



RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Application for the Post of Trainee Engineer - Contracts : Offer of Employment

1 message

KOTRUGOUDA <kotrugouda.eee.rymec@gmail.com>
To: rymecplacement@gmail.com

Sun, Nov 21, 2021 at 9:02 PM

----- Forwarded message -----

From: **Shobha** <shobha@elinsswitchboards.com>

Date: Wed, 17 Nov, 2021, 3:03 PM

Subject: Application for the Post of Trainee Engineer - Contracts : Offer of Employment

To: <kotrugouda.eee.rymec@gmail.com>

Cc: <krishna@elinsswitchboards.com>

Dear Mr. Kotru Gouda,

This has reference to the interview and our discussions, we are glad to offer you employment in our organisation in the capacity of 'Trainee Engineer – Contracts' with a lumpsum salary of **Rs.16,000/- PM** (Rupees Sixteen thousand only). Formal appointment letter with relevant details will be issued after resuming duty.

Also, please note that company will not provide any transportation facility, it is expected that you relocate to an accommodation closer to the factory.

Please send us your acceptance by return mail for acceptance on above and indicate us about your date of joining, we expect you to join on/before 24th November 2021.

Regards,

Shobha Gopinath

log

2 attachments

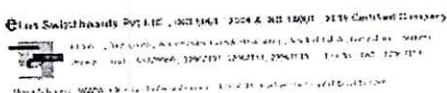
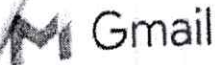


image001.png
33K



RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Reference to your Candidature with IBM - 6154709

1 message

Mon, Jun 28, 2021 at 10:36 PM

Jaya lakshmi B K <jaya.eee.rymec@gmail.com>
To: rymecplacement@gmail.com

----- Forwarded message -----

From: IBM University Talent Acquisition <ibmglobal@yello.co>
Date: Mon, 28 Jun 2021 7:34 pm
Subject: Reference to your Candidature with IBM - 6154709
To: <jaya.eee.rymec@gmail.com>

Dear Jayalakshmi B K,

Thank you for participating in our virtual campus selection process. After you have provided other information, (including supporting documents) and provided you have successfully met our other hiring requirements, we intend to initiate our normal pre-recruitment processes (including a background check & pre-screening, as applicable). Alternatively, you can track the status of your candidature on the Candidate Portal you have registered on.
URL- <https://ibm.biz/BdHqNt>

Please note that our offer shall be contingent upon satisfactory completion of a reference and background check including verification of your application materials, education, and employment history.
In the interim, I urge you to invest the time in learning new age technologies and improve your programming skills which will help you in your professional career.

Please do explore learning's basis your interest on the IBM skills gateway and stay tuned to hear more from us to help with your learning journey: <https://www.ibm.com/academic/home>

For any queries, feel free to write to eschoolhiring@in.ibm.com

And alternately, you can reach the following for any Additional queries

Primary Contact: adyasha.sahu@in.ibm.com
Secondary Contact: abelagum@in.ibm.com

Thanks and Regards,
University Talent Acquisition
IBM India Private Limited

Follow IBM India Recruitment on social media. Stay Connected!
Stay Alert!

Beware of misleading advertisements and fraudsters issuing 'Offer Letters', on behalf of IBM in exchange for a fee. We recommend you to 'Stay Alert!' - Read more here <http://ibm.co/2fwBkyK>. To avoid any instance of fraud, when receiving communication from IBM, look for our authentic IBM e-mail format: XYZ@in.ibm.com.

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DATE	DESCRIPTION	AMOUNT	CHECK NO.	BANK
1968	12/31	100.00		
1969	1/1	100.00		
1969	1/2	100.00		
1969	1/3	100.00		
1969	1/4	100.00		
1969	1/5	100.00		
1969	1/6	100.00		
1969	1/7	100.00		
1969	1/8	100.00		
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1969	3/10	100.00		
1969	3/11	100.00		
1969	3/12	100.00		
1969	3/13	100.00		
1969	3/14	100.00		
1969	3/15	100.00		
1969	3/16	100.00		
1969	3/17	100.00		
1969	3/18	100.00		
1969	3/19	100.00		
1969	3/20	100.00		





October 19, 2021

IBM India Private Limited

Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.

Tel : 91-80-49139999

<http://www-07.ibm.com/in/careers/>

Dear G M Arpita

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e November 8, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &

Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.

IBM CONFIDENTIAL

ANNEXURE A

DATE	October 19, 2021		
NAME	G M Arpita	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



Plot no. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur, 302034 Site
No.271, Sri Ganesha Complex, Hosur Main Road, BTM 1st Stage, Bangalore-
560068.

Salary Break-up Letter

Dear Sanjeev Kumar,

Your monthly salary details & total cost to company is as follows:

Total Annual CTC		₹ 3,60,000
Particulars		Monthly
Total Monthly CTC (A)		₹ 30,000
Employee Benefits (Deductible) (B)		₹ 3,422
Health Insurance	₹ 900	
Provident Fund (Employer Part)	₹ 1,800	
Gratuity	₹ 722	
Gross Salary (C) = (A) - (B)		₹ 26,578
Basic Salary	₹ 15,000	
House Rent Allowance	₹ 7,500	
Academic Research Allowance	₹ 1,000	
Telephone & Internet Allowance	₹ 1,500	
Other Allowance	₹ 1,578	
Statutory Deductions (D)		₹ 2,000
Provident Fund (Employee Part)	₹ 1,800	
Professional Tax	₹ 200	
Net Salary (E) = (C) - (D)		₹ 24,578

Kindly Note:

The company is responsible for deducting taxes, Health Insurance PF & any other govt. liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.

Baby Shalini

HR-Trainee



Plot no. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur, 302034 Site No.271, Sri Ganesha Complex, Hosur Main Road, BTM 1st Stage, Bangalore-560068.

Date: - 29/Mar/2022

Employment Offer Letter

Name: - Sanjeev Kumar
E-mail: sanjeevkumarm026@gmail.com
Mobile: -9591898115

Dear Sanjeev Kumar,

This is regarding your application for employment with In Time Tec Visionsoft Pvt. Ltd. We are pleased to offer you an internship followed by employment with In Time Tec Visionsoft Pvt. Ltd at our **Bangalore** office located at Ganesha Complex, opposite Central Silk Board, Madivala, Bangalore (Karnataka) – 560034

Your designation will be **Trainee** for the initial 6 months. After successful completion of your internship and based on your performance during internship, your designation will change to Jr. Software Engineer with an annual salary of Rs. 3.6 Lakhs

During your internship upto 6 months, you will be entitled to a stipend of Rs. 15,000/- per month

Joining Date for Training

You are required to report on duty at our office on **04-April-2022**

Internship Period & Confirmation

Upon your satisfactory completion of the internship period, you shall be a confirmed employee of the company. The company reserves the right to either extend the internship period or terminate your employment in the event that your performance is not up to expectations.

HRD/3T/1002988527/21-22

Ms. Ishrath Fathima
Nm-3,Llc Colony,
Cantonment,
Ballari-583104
India

Ph: +91-9886945924

Dear Ishrath,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.01.07 19:06:43 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



guru raj <kkgr26@gmail.com>

BYJU'S CAMPUS 2021 DRIVE RESULT -Rao Bahadur Y. Mahabaleswarappa Engineering College

2 messages

Fri, May 26, 2021 at 9:27 AM

Byjus Campus <campus@byjus.com>

To: kkgr26@gmail.com

Cc: keerthana sudheer <keerthana.sudheer@byjus.com>, Arun Kumar C P <arun.kumar@byjus.com>

Hello

Greetings from Byju's.

Please find below the result for the Virtual campus drive held with Rao Bahadur Y. Mahabaleswarappa Engineering College.

A total of 02 students have been selected at BYJU'S - The Learning App.

Please note that an individual joining link and intimation will be received by the candidates for their joining location and training with us in the registered mail ids. The details with respect to training location and onboarding will only be discussed towards the end of course completion.

CandidateName	Email id	College	Profile
NIRANJAN E	niranjanjm@gmail.com	Rao Bahadur Y. Mahabaleswarappa Engineering College	BDT
Aamir Souhail	aamirsouhail97@gmail.com	Rao Bahadur Y. Mahabaleswarappa Engineering College	BDT

Heartiest Congratulations to them and we look forward to getting them on-boarded at BYJU'S.

Also, for smooth onboarding of the aforementioned candidates, please ensure that they are blocked for Byjus.

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail, and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences.

guru raj <kkgr26@gmail.com>

To: Byjus Campus <campus@byjus.com>

Cc: keerthana sudheer <keerthana.sudheer@byjus.com>, Arun Kumar C P <arun.kumar@byjus.com>

Fri, May 26, 2021 at 10:13 AM

Dear Sir/Madam

Thank you for sharing the results.

Thank you for proving an opportunity to our students to serve in your esteemed organization.

[Quoted text hidden]


JSW Steel Limited

Vijayanagar Works :
P.O. Vijayanagar - 583 275,
Dist. Bellary, Karnataka, India.
CIN : L27102MH1994PLC152625
Phone : +91 8395 250 120-30
Fax : +91 8395 250 132/142
Website : www.jsw.in

JSWSL/VJNR/HR/L8T/2021-22

Mr. KIRAN MATH
RYMEC, Bellary
kiranmech.rymec@gmail.com

17th Sept, 2021

Dear Mr. Kiran Math,

Sub: Letter of offer.

With reference to the interview you had with us, we are pleased to offer you the post of 'Graduate Engineer Trainee' in 'L8T' grade at JSW Steel Ltd., Vijayanagar Works, Dt. Bellary, Karnataka, subject to the following terms and conditions:

1. Salary & benefits:

Basic	Rs. 14000/- p.m.
HRA	Rs. 2960/- p.m.
Conveyance	Rs. 3950/- p.m.
Supplementary Allowance	Rs. 5523/- p.m.
Food Coupons	Rs. 1500/- p.m.
Medical Reimbursement	8.33% of Basic
L.T.A	8.33% of Basic (Paid annually)
Leave Encashment	As per Company Rules
Provident Fund	12% of Basic
Gratuity	As per Company Rules
Bonus	20% of Basic (Paid half-yearly)
Production Incentive Bonus	Rs. 6250/- p.m. (Based on Plant Production)

- Your offer is valid subject to **Passing BE/B.Tech with Minimum 60% aggregate** and clearing your course in the prescribed duration.
- You are medically fit as duly certified by our Medical Officer.
- There is no criminal record and or case against you; and a Background, Police & Criminal Record verification carried out by company/ agency is found clear.
- You are possessing the valid qualifications and experience as desired by the company for the said post. If at any stage of selection, it is found that you do not fulfill the eligibility conditions prescribed for the post, your candidature will be cancelled.
- You will be on trainee for a period of one year from the date of your joining.
- You are advised to report for duty on **21st September 2021** and submit the following documents in original along with a copy at the time of your joining the duties.
 - Matriculation certificate in support of your date of birth
 - All certificates and marks sheets in support of your qualification
 - Two copies of your recent passport size colour photographs.
 - Declaration regarding any relative working in JSW Group of Companies.
 - Release order and experience certificate from the present & previous employers.
 - PAN Card /Aadhaar/UAN Number.
- You are required to work in shift work hours (i.e 'A', 'B', 'C') based on requirements.
- A detailed appointment letter will be issued to you after your joining.

This letter is being issued in duplicate. Please return the duplicate copy duly signed by you as a token of your having received, understood and accepted the terms and conditions of appointment.

Thanking you,

Yours faithfully,
For JSW STEEL LIMITED,

Debabrat Mishra
(Debabrat Mishra)
VP (Human Resources)



Part of O. P. Jindal Group

Regd. Office : JSW Centre
Bandra Kurla Complex,
Branch (East), Mumbai - 400 051
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000



RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Interview Result at BYJU'S

3 messages

2

KIRAN KUMAR D <kirankumard2345@gmail.com>
To: rymecplacement@gmail.com

Sun, Oct 17, 2021 at 6:57 PM

Name :- KIRAN KUMAR D
BRANCH :- MECHANICAL
2021 BATCH

----- Forwarded message -----

From: Deepasikha Bandi <deepasikha.bandi@byjus.com>
Date: Sun, Oct 17, 2021, 3:24 PM
Subject: Interview Result at BYJU'S
To: <kirankumard2345@gmail.com>



Congratulations

Dear Kiran Kumar D,

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:**Date of Joining :** 10/26/2021**Role Location :** Davangere; **Onboarding Location :** Bengaluru; **OJT Location :** Bengaluru**Fixed CTC during training (not inclusive of incentives):** INR 3 LPA**Annual CTC post successful completion of Training:** INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks based on performance assessments/evaluations and quality audits, subject to management discretion. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Direct Sales (at 10 LPA with 7 LPA fixed + 3 LPA variable) and will be posted in the Role Location assigned to you. You can be moved to the role of Inside Sales temporarily if Covid related restrictions are implemented in the role location. During this temporary period, compensation of 8 LPA (5 LPA fixed + 3 LPA variable) will be applicable as it is for the role of BDA - Inside Sales.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.
3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfillment of this requirement.
4. Your successful completion of the Program will depend upon fulfilling all the criterias mentioned below individually:
 - Achieving the minimum criteria of Product Demos and Revenue during the OJT phase of the Program (details of the minimum criteria will be communicated to you at the beginning of the program)
 - Satisfactory performance and conduct feedback from your Manager, Trainer and HR Team during the entire Program
 - Successfully clearing all capability, performance assessments/evaluations and quality audits conducted during the entire Program
5. Business formal or business casual attire is mandatory during work hours.
6. You are required to have taken at least 1 dose of a COVID-19 vaccination prior to the onboarding date post successful completion of the program. It is a mandatory requirement to be onboarded.
7. We at Byju's or any of our recognized partners do not charge any monetary sum against interviewing/selecting any candidate, please get in touch with your official recruiter or write back to us at recruitment@byjus.com to report any such incident.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://youtu.be/2XeGI5RHypQ> for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release)

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

Registration Link: <https://career10.successfactors.com/sfcareer/jobreqcareer?jobId=281&company=thinkandle>

Regards,

Team BYJU'S



RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Interview Result at BYJU'S

1 message

Mahantesh H M <mahanteshhm26@gmail.com>
To: rymecplacement@gmail.com

Mon, Sep 6, 2021 at 8:46 PM

3

----- Forwarded message -----

From: **Abdullah Farook Ali** <abdullah.ali@byjus.com>
Date: Mon, 6 Sep 2021, 5:28 pm
Subject: Interview Result at BYJU'S
To: <mahanteshhm26@gmail.com>



Congratulations

Dear MAHANTESHA H M,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:**Date of Joining:** 5th October 2021**Role Location :** Davangere**Sales Circle Location :** Bellary**BDT Training Location :** Bengaluru (or WFH)**Joining Location Address:** Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95 (or WFH)**Fixed CTC during training (not inclusive of incentives):** INR 3 LPA**Annual CTC post successful completion of Training:** INR 10 LPA (5 LPA fixed + 3 LPA variable + 2 LPA DS allowance) for the role of BDA - Direct Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it upto a maximum of 2 weeks. The first 2 weeks of this training will be classroom training followed by 4 weeks of "On-the-Job Training", both conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Direct Sales (at 10 LPA). Once you have become a BDA, you will be posted in the Role Location and will be working out of the Sales Circle Location assigned to you.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.
3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.
4. Your training performance will be thoroughly evaluated during your 8 weeks with us as that will be an incubation period for your new role.
5. Business formal or business casual attire is mandatory during work hours.

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Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

Registration Link: Please click here to register.

Regards,

Team BYJU'S



RYMEC PLACEMENT <rymecplacement@gmail.com>

Fwd: Recruitment of M Chaitanya, Technical Engineer

1 message

chaitanya mudlapur <chaitanyamech.rymec@gmail.com>
To: rymecplacement@gmail.com

Tue, Apr 20, 2021 at 3:04 PM

FROM,
CHAITANYA MUDLAPUR
RYMEC, MECHANICAL ENGINEERING
ph no: 7892773306
email: cmudlapur@gmail.com

----- Forwarded message -----

From: **HB - HR Manager** <hrm@halleysblue.in>

Date: Mon, 19 Apr 2021, 2:33 pm

Subject: Recruitment of M Chaitanya, Technical Engineer

To: <chaitanyamech.rymec@gmail.com>

Cc: HR HalleysBlue <hr@halleysblue.in>, <nvn_hm@yahoo.co.in>, <sp@halleysblue.com>, Vishwa Murthy KM <vm@halleysblue.com>, MD HalleysBlue <md@halleysblue.com>

Dear Chaitanya,

This has reference to your interview with us at our Head Office, Ballari on 13 & 14/04/2021.

We are very happy to consider your candidature for the position of **"Technical Engineer"** based at **Ballari** as per the following JD, guidelines & terms.

Job Description:

- a. Be on time to the office duties daily (The daily duty timing - 9 AM to 6:30 PM)
- b. Technical & commercial processing of the business enquiries.
- c. Submission of offers & following up the status of projects.
- d. Closely follow-up & co-ordinate with the various internal teams like Sales, Commercial, Construction & Production etc.
- e. Attend techno-commercial meetings with clients, Architects & builders as & when required.
- f. Work with the system & work on further development of systems in the department.

- g. To continuously improve the technical & business knowledge.

Your salary & other allowances

1. Monthly Cost to Company is Rs.15,000.00 (Rupees Fifteen Thousand only) with a monthly take home salary of Rs.10,500.00 plus PF & Annual Bonus.
2. Attached is your salary & benefits break up details for your reference.
3. Lunch allowance : Lunch shall be provided by company at free of cost during 1:00 PM to 2:00 PM
4. Your salary shall be revised based on your performance during the probation period of 6 months.

Other benefits

1. When you are on official duties, you will be eligible for the daily allowance as per the Company Policy.
2. You will be eligible for Bonus as per the Payment of Bonus Act. once in a year.
3. You are covered under a Company's group accidental insurance scheme where in you will be eligible for benefit in case of accident.
4. You will be eligible for the Gratuity amount as per the Gratuity Act.

As explained, we shall offer you a very good platform for acquiring technical skills & grow with the company. You must ensure to give your best & work with our organisation for the minimum period of 30 months. You can report to the duties from 22nd April 2021. Please confirm your acceptance to our offer immediately so that we can proceed further for your joining & induction formalities accordingly.

Thank you!

Regards,

Raghavendra

HR Manager

HalleysBlue™ Steels Pvt Ltd

#57, Mundargi Industrial Area, 2nd Stage, Bellary, Karnataka.

Mob:+91 9972582103

cid:0CD963-FA3D-4E22-BBF3-9562BBF02D42
Pre Engineered Buildings (PEB) - Since 1993

An ISO 9001:2015 & 45001:2018 Certified Company

3 attachments



image001.png
6K



image001.png
6K



M Chaitanya (Technical Engineer) Salary & Benefits Break up.pdf
7K

Offer Letters

AY: 2021-22

To,

Date: 23/11/2022

The Principal,Rao Bahadur Y. Mahabaleshwarappa Engineering College,
Ballari.**Sub: Final Selection of Candidates of 2022 & 2023 batch.**

Congratulations & thank you for giving opportunity to conduct Placement Drive for Civil Engineering Students.

Out of 20 candidates from Round 2, 6 students have been shortlisted for Medini Technologies as Graduate Engineer Trainee / Digital Transformation Educator.

SL NO	STUDENT NAME	YEAR OF PASSING
1	MASTAZ JABEEN SULTANA	2022 ✓
2	HEMANTH KUMAR S	2022 ✓
3	NIJAGUNASWAMY NEGALURMATH	2022 ✓
4	SRAVANI SRUJANA TENNETI	2022 ✓
5	RASHMI P JADHAV	2022 ✓
6	SUJAN SUNAD J	2023

The Designation and Joining date are mentioned in their offer Letters.

Sincerely,

For MEDINI Technologies

Mohan Kumar K
HR Manager
+91 – 96067 81005Medini Design Services
Medini School of Design
Medini Software Solutions
Medini IT ServicesMEDINI,
#2943/E, Opp Maruthi Mandir,
Vijayanagara, Bengaluru-40
Karnataka, INDIA
Ph: 080 23301005
Offices: Belgaum, Kalaburagi, Hubli, Kanakapura Road.

To,

Date: 23/11/2022

The Principal,

Rao Bahadur Y. Mahabaleshwarappa Engineering College,
Ballari.**Sub: Final Selection of Candidates of 2022 & 2023 batch.**

Congratulations & thank you for giving opportunity to conduct Placement Drive for Civil Engineering Students.

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2	HEMANTH KUMAR S	2022 ✓
3	NIJAGUNASWAMY NEGALURMATH	2022 ✓
4	SRAVANI SRUJANA TENNETI	2022 ✓
5	RASHMI P JADHAV	2022 ✓
6	SUJAN SUNAD J	2023

The Designation and Joining date are mentioned in their offer Letters.

Sincerely,

For MEDINI Technologies

Mohan Kumar K
HR Manager
+91 – 96067 81005

T. @allu
5/12/22

Medini Design Services
Medini School of Design
Medini Software Solutions
Medini IT ServicesMEDINI,
#2943/E, Opp Maruthi Mandir,
Vijayanagara, Bengaluru-40
Karnataka, INDIA
Ph: 080 23301005

Offices: Belgaum, Kalaburagi, Hubli, Kanakapura Road.

Offer Letter

REF NO: MEDINI/HR DEPT/1122/1042

23/11/2022

Ms. MASTAZ JABEEN SULTANA

Address:

Rao Bahadur Y. Mahabaleshwarappa Engineering College,
Ballari.

Sub: Job offer

Dear Ms. MASTAZ JABEEN SULTANA,

We are pleased to offer you the position of **Graduate Engineer Trainee / Digital Transformation Educator** at MEDINI Technologies.

Your HR Manager will be **Mr. Mohan Kumar K.** We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed, and agreed with you, you will be eligible to receive the following from your joining date:

Package: ₹ 3.6 lacs per annum.

15000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 6 months looking to the performance).

Variable incentives up to 1,00,000/- divided throughout year. And 50,000/- will be provided as retention incentive after 18 months from the joining date.

Every year 10 to 30% hike on your salary seeing to the performance and company norms.

This offer letter is valid till **28th November 2022**. Please bring copy of this letter with signature indicating your acceptance of join to the HR Manager.

Your joining date will be **1st December 2022**. The joining formalities and induction will be carried out at MEDINI Technologies, Opposite KSIT College, Kanakapura Road, Bengaluru.

Please submit the following documents to HR Manager at the time of your joining: (1) Originals & photocopies of all your degree certificates, (2) two color passport-size photos, (3) proof of Address Photocopy, (4) Pan Card Photocopy, (5) Offer Letter Photocopy with Signature.

We look forward to welcome you aboard.

Sincerely,

For MEDINI Technologies



Mohan Kumar K

HR Manager

80 23301005 / 9606781005

Offer Letter

REF NO: MEDINI/HR DEPT/1122/1046

23/11/2022

Ms. RASHMI P JADHAV

Address:

Rao Bahadur Y. Mahabaleshwarappa Engineering College,
Ballari.

Sub: Job offer

Dear Ms. RASHMI P JADHAV,

We are pleased to offer you the position of **Graduate Engineer Trainee / Digital Transformation Educator** at MEDINI Technologies.

Your HR Manager will be **Mr. Mohan Kumar K.** We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed, and agreed with you, you will be eligible to receive the following from your joining date:

Package: ₹ 3.6 lacs per annum.

15000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 6 months looking to the performance).

Variable incentives up to 1,00,000/- divided throughout year. And 50,000/- will be provided as retention incentive after 18 months from the joining date.

Every year 10 to 30% hike on your salary seeing to the performance and company norms.

This offer letter is valid till **28th November 2022**. Please bring copy of this letter with signature indicating your acceptance of join to the HR Manager.

Your joining date will be **1st December 2022**. The joining formalities and induction will be carried out at MEDINI Technologies, Opposite KSIT College, Kanakapura Road, Bengaluru.

Please submit the following documents to HR Manager at the time of your joining: (1) Originals & photocopies of all your degree certificates, (2) two color passport-size photos, (3) proof of Address Photocopy, (4) Pan Card Photocopy, (5) Offer Letter Photocopy with Signature.

We look forward to welcome you aboard.

Sincerely,

For MEDINI Technologies



Mohan Kumar K
HR Manager
80 23301005 / 9606781005

Offer Letter

REF NO: MEDINI/HR DEPT/1122/1045

23/11/2022

Ms. SRAVANI SRUJANA TENNETI

Address:

Rao Bahadur Y. Mahabaleswarappa Engineering College,
Ballari.

Sub: Job offer

Dear Ms. SRAVANI SRUJANA TENNETI,

We are pleased to offer you the position of **Graduate Engineer Trainee / Digital Transformation Educator** at **MEDINI Technologies**.

Your HR Manager will be **Mr. Mohan Kumar K**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed, and agreed with you, you will be eligible to receive the following from your joining date:

Package: ₹ 3.6 lacs per annum.

15000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 6 months looking to the performance).

Variable incentives up to 1,00,000/- divided throughout year. And 50,000/- will be provided as retention incentive after 18 months from the joining date.

Every year 10 to 30% hike on your salary seeing to the performance and company norms.

This offer letter is valid till **28th November 2022**. Please bring copy of this letter with signature indicating your acceptance of join to the HR Manager.

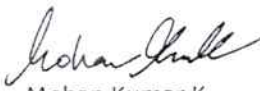
Your joining date will be **1st December 2022**. The joining formalities and induction will be carried out at MEDINI Technologies, Opposite KSIT College, Kanakapura Road, Bengaluru.

Please submit the following documents to HR Manager at the time of your joining: (1) Originals & photocopies of all your degree certificates, (2) two color passport-size photos, (3) proof of Address Photocopy, (4) Pan Card Photocopy, (5) Offer Letter Photocopy with Signature.

We look forward to welcome you aboard.

Sincerely,

For MEDINI Technologies



Mohan Kumar K

HR Manager

80 23301005 / 9606781005

Offer Letter

REF NO: MEDINI/HR DEPT/1122/1043

23/11/2022

Mr. HEMANTH KUMAR S

Address:

Rao Bahadur Y. Mahabaleshwarappa Engineering College,
Ballari.

Sub: Job offer

Dear Mr. HEMANTH KUMAR S,

We are pleased to offer you the position of **Graduate Engineer Trainee / Digital Transformation Educator** at **MEDINI Technologies**.

Your HR Manager will be **Mr. Mohan Kumar K**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed, and agreed with you, you will be eligible to receive the following from your joining date:

Package: ₹ 3.6 lacs per annum.

15000/- per month from the day of joining, after the probation period 20,000/- per month (Probation period may vary from 6 months looking to the performance).

Variable incentives up to 1,00,000/- divided throughout year. And 50,000/- will be provided as retention incentive after 18 months from the joining date.

Every year 10 to 30% hike on your salary seeing to the performance and company norms.

This offer letter is valid till **28th November 2022**. Please bring copy of this letter with signature indicating your acceptance of join to the HR Manager.

Your joining date will be **1st December 2022**. The joining formalities and induction will be carried out at MEDINI Technologies, Opposite KSIT College, Kanakapura Road, Bengaluru.

Please submit the following documents to HR Manager at the time of your joining: (1) Originals & photocopies of all your degree certificates, (2) two color passport-size photos, (3) proof of Address Photocopy, (4) Pan Card Photocopy, (5) Offer Letter Photocopy with Signature.

We look forward to welcome you aboard.

Sincerely,

For **MEDINI Technologies**



Mohan Kumar K
HR Manager
80 23301005 / 9606781005



17C5006

Letter of Intent

Doc Ref. No.: QC20211186

Date of Issue: 24th December 2021

Dear Sai Ganesh Angadi,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: A. Saiganesh

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,
Varthur Hobli, Bangalore East Taluk, Bangalore - 560103
Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
www.quest-global.com



***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (TCC)		3,00,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,
Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

Letter of Intent

Doc Ref. No.: **QC20211182**

Date of Issue: 24th December 2021

Dear **Jahnavi Korrapati**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: _____

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103
Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
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***Disclaimer:** The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
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(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (TCC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
www.quest-global.com



3VC17CS022

Date: 30-Dec-21

Dear Chilakala Anvithaa,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com



8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 1.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days notice in writing or one 15 Days of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com



16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 23 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com



exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com



Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bellari

1 message

3VC19EC401

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>

To: ksrinivas.ece.rymec@gmail.com

Cc: Rajani Bathula <rajani@terralogic.com>

Thu, Nov 24, 2022 at 1:53 PM

Hello K Srinivas,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bellari.

Kindly go through the following details and acknowledge the email before Monday(28/11)

Work location: Bellari and you need to work from our Bellari office , #01, 2nd Floor, ParvathiNagar Main Rd, opp. KFC, Ballari **(No work from home option for this position)**

Position: Full time and Permanent

Designation: Trainee Software Engineer

Payscale: 2,52,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years

Joining date: 1st Dec 2022, Thursday @ 9:30 AM IST

NOTE: You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ latest degree) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.

CTC break up:

Basic Salary & DA	1,04,555
House Rent Allowance	52,277
Other Allowances	52,277
Bonus*	25,200
Provident Fund Employer Contribution	17,690
Insurance (GMC & GPA)	5,757

Gratuity**	4,356
Total Cost to Company	2,62,113

* Bonus will be paid in two equal installments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

*Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of Joining. The contribution mentioned will be deposited with the Life Insurance Corporation of India every year and an employee resigning from the services company after completing the service exceeding 5 years will be paid, a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the LIC.

*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.

Thank you,
Narmada Biradar
Sr. Manager-HR
Cell: 9886310182
Terralogic Software Solutions Pvt. Ltd.

OL No: TN4406

Date : 4 July 2022

Dear Syeda Nuzha,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 22 August 2022**Training Period : 22 August 2022 to 31 August 2022****OJT Start Date: 1 September 2022****OJT End Date: 31 December 2022**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **220000** INR per month.Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **22 August 2022**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

18/07/22

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: 
(Candidate's Signature)

DATE: 18/07/22

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated) OR Fully vaccinated report.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

18/07/22



TEACHNOOK

Saikalyan Yadav. B
3YC18EC048

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: TN4420

Date : 4 July 2022

Dear sai kalyan yadav.B,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 1 August 2022

Training Period : **1 August 2022 to 10 August 2022**

OJT Start Date: **11 August 2022**

OJT End Date: **10 December 2022**

Location of Training: Bangalore

Stipend: **INR 15000** Per Month

Incentives : **INR 10000**

Target: **220000** INR per month.

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **1 August 2022**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

7/07/22

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: 
(Candidate's Signature)

DATE: 2/07/22

**ANNEXURE**

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated) OR Fully vaccinated report.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:

(Candidate's Signature)

DATE:

7/07/22

TEACHNOOK

Office: 3rd Block, Kumbhappur,
Bengaluru, Karnataka - 560068.

OL No: TN4380

Date : 4 July 2022

Dear **Sumalatha**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 10 August 2022

Training Period : 10 August 2022 to 19 August 2022

OJT Start Date: 20 August 2022

OJT End Date: 19 December 2022

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 220000 INR per month.

Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **10 August 2022**.

DATE: 13.7.2022

SIGNATURE:

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

DATE: 13-7-2022

SIGNATURE:

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree/ Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Negative RT-PCR Report should not be older than 48 hours (Even if you are fully vaccinated) OR Fully vaccinated report.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

DATE: 13/7/2022

SIGNATURE



UPSKLR22-1412

E. Vaishnavi
3VC18EC017



Dear E. Vaishnavi,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Intern** with Upskillz, with a commencement date of **25 July 2022**. Please report to the undersigned on **25 July 2022** at our office located on 46/2, 2nd Floor, Block 7, ARK Tech Park Road, Hosur Rd, Garvebhavipalya, Krishna Reddy Industrial Area, Bengaluru, Karnataka 560068 based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as Employment Agreement.

You will be under 10 days of unpaid training from **25 July 2022 to 3 August 2022**

On the Job Training Start Date : **4 August 2022**

On the Job Training End Date : **3 December 2022**

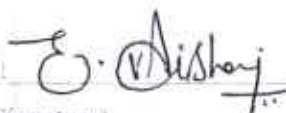
COMPENSATION: *(Subject to statutory deductions)*

Stipend : **INR 16000 Per Month + INR 12000** as incentives

Target : **220000 INR** per month.

We request you to send the copy of this letter to offer@upskillz.in along with the documents mentioned in Annexure. If we do not receive the above mentioned documents in token of acceptance from you within 5 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with UpSkillz, and will report on or before **25 July 2022**.

SIGNATURE: 
(Candidate's Signature)

DATE: **25/06/2022**



46/2, Block 7, ARK Tech Park Road, Hosur Rd
Garvebhavi Palya, Bengaluru, Kamata 560068



<https://upskillz.in>



support@upskillz.in



Working Hours : 9 Hours a day (Inc. Lunch Break)

Job Type : Full Time Training/Internship.

Location : Bangalore (as communicated by HRD).

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification.
- Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

(Candidate's Signature)

[Handwritten Signature]

DATE: 25/06/2012



ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR : • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: • Bank PassBook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code



UPSKLR22-1073

Dear Sumalatha,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Intern** with Upskillz, with a commencement date of **1 August 2022**. Please report to the undersigned on **1 August 2022** at our office located on 46/2, 2nd Floor, Block 7, ARK Tech Park Road, Hosur Rd, Garvebhavipalya, Krishna Reddy Industrial Area, Bengaluru, Karnataka 560068 based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as Employment Agreement.

You will be under 10 days of unpaid training from **1 August 2022 to 10 August 2022**

On the Job Training Start Date : **11 August 2022**

On the Job Training End Date : **10 December 2022**

COMPENSATION: *(Subject to statutory deductions)*

Stipend : INR 16000 Per Month + INR 12000 as incentives

Target : 220000 INR per month.

We request you to send the copy of this letter to *offer a upskillz.in* along with the documents mentioned in Annexure. If we do not receive the above mentioned documents in token of acceptance from you within 5 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Upskillz, and will report on or before **1 August 2022**.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____



46/2, Block 7, ARK Tech Park Road, Hosur Rd
Garvebhavipalya, Bengaluru, Karnataka 560068



upsklz.in



hr@upsklz.in



Working Hours : 9 Hours a day (Inc. Lunch Break).

Job Type : Full Time Training/Internship.

Location : Bangalore (as communicated by HRD).

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification.
- Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)



407, Block 'A', 3rd Floor Park Road, Hosur, 560068
Ganeshdas, Palva, Bengaluru, Karnataka 560068



100% Quality
100% Service



100% Quality
100% Service



ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR : • Signed Offer Letter with passport size photograph attached to it,
3.	Aadhar Card, PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: • Bank PassBook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code



4E-3, Block-7, ARK Tech Park Road, Hpsur Rd,
Garvebnavi Palya, Bengaluru, Karnataka 560068



intelliscience



info@intelliscience.com

Mr. Sharanabasava
S/o. Mallanagouda
Alkur post,
Alkur Taluk & District,
Raichur - 584140.

Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Sharanabasava:

We are happy to inform you that you are selected for a job in our company. We offer you employment once you successfully complete your course.

We are pleased to offer you the position of "Engineer Trainee-Software" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs. 35,000/- (CTC Thirty-Five Thousand rupees only) and it will be credited to respective Bank salary account.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on the basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The Company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on Company work both, local and outstation, for which you will be paid travel expenses as per the Company policy.

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.

Page 1 of 2

Accord Global Technology Solutions Pvt. Ltd.

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723  www.accord-global.com.

Corporate Identity Number: U74999KA201 6PTC0931 01

This offer stands valid till **December 31, 2022** unless extended by Accord in future communication.

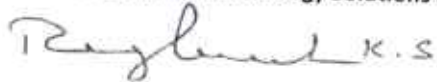
As per your record produced to us, your date of birth is **March 20, 2000**.

We welcome you to Accord Global Technology Solutions Private Limited and Look forward to have a long and fruitful association.

Please note: Our further communication will be through email only.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.



Raghavendra K S
Group Manager - HR

June 24, 2022.

B. Shirisha
3VC18EC009



*** Personal and Confidential ***

Ms. B Shirisha

RYMEC, CANDIDATE ID : 6826789,

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61630/2022

Date: 05-Jul-2022

Dear **Ms. B Shirisha**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at BGSW in **"Level 50"** as detailed below.

1. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/- (Rupees Five Lakhs only)** per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- Please refer to **Annexure I** to know more details about your compensation package.
- The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. 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.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

The management reserves the right to amend the retirement age from time to time at its sole discretion, and these amendments shall be notified and binding on all Employees on the rolls of the Company with immediate effect.

3. Benefits

You will be entitled to leave benefits of Earned Leave (18 days) and General Leaves (12 days) as per the prevailing Leave policy. The company reserves the rights to alter / amend the leave rule from time to time including leave entitlements.

You will be entitled to a) Hospitalization Insurance - for self and family (for spouse and children up to the age of 23 years) b) Personal Accident Insurance - for self only c) Life Insurance - for self only.

4. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure II**.

5. Condition of Hire

5.1. The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company.

5.2. In accordance with the provisions of the Companies Act 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. Further, if you have any trade or business interest with relations mentioned in **Annexure II** here-in-below and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, you shall inform the management of the Company on becoming aware of any proposed transactions through such relations in the future of your employment duration.



Salary Working			
Designation: Trainee - Technical Support		Grade:	JL 1 B
Guaranteed Compensation	Explanatory Notes	Monthly	Annual
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,131	85,566
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,571	18,850
Total Guaranteed Compensation (TGC)		18,833	2,26,000
Variable Component			
Variable Performance Pay**			24,000
Gross Cost to Company (CTC)			2,50,000
Insurance Benefits			
Personal Accident Disability Insurance Cover			7,50,000
Personal Accident Death Insurance Cover			15,00,000
Group Term Life Insurance Cover			15,00,000
Employee Deposit Link Insurance Cover			7,05,000
Hospitalization Insurance for self (spouse & 2 dependent children)			2,00,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to 60 days Basic			
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com



18EE021

Letter of Intent

Doc Ref. No.: QC20211179

Date of Issue: 24th December 2021

Dear **Kaneez Fathima Razvi**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: 

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,
Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
www.quest-global.com



***Disclaimer:** The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (TCC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

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Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

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18EE037

Date: 21-Feb-22**Dear Niha Tasleem,**

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's Intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

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8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 1.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days notice in writing or one 15 Days of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

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16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 23 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and

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exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

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We look forward to having you on board on between June to August'22. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to **campus.career@csscorp.com** before **2 business days** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

XXXXXX

Date

For CSS Corp Private Limited

Welcome to CSS Corp Private Limited

A handwritten signature in black ink, appearing to read "P R Manikantan".

P R Manikantan

Senior Director, Campus and Institutional Alliances

1. Annexure 1 - Salary Working

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

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Salary Working			
Designation: Trainee - Technical Support		Grade:	JL 1 B
Guaranteed Compensation	Explanatory Notes	Monthly	Annual
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,131	85,566
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,571	18,850
Total Guaranteed Compensation (TGC)		18,833	2,26,000
Variable Component			
Variable Performance Pay**			24,000
Gross Cost to Company (CTC)			2,50,000
Insurance Benefits			
Personal Accident Disability Insurance Cover			7,50,000
Personal Accident Death Insurance Cover			15,00,000
Group Term Life Insurance Cover			15,00,000
Employee Deposit Link Insurance Cover			7,05,000
Hospitalization Insurance for self (spouse & dependent children)			2,00,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to 60 days Basic			
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			

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**Letter of Intent**

Doc Ref. No.: QC20211180

Date of Issue: 24th December 2021

Dear L Sudheer,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: _____

QuEST Global Engineering Services Private Limited

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Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
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(B) House Rent Allowance	2,250	27,000
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(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (TCC)		3,00,000

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18EE024

Letter of Intent

Doc Ref. No.: QC20211180

Date of Issue: 24th December 2021

Dear L Sudheer,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
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We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: _____

QuEST Global Engineering Services Private Limited

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www.quest-global.com



***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(P) TOTAL COST TO COMPANY (TCC)		3,00,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

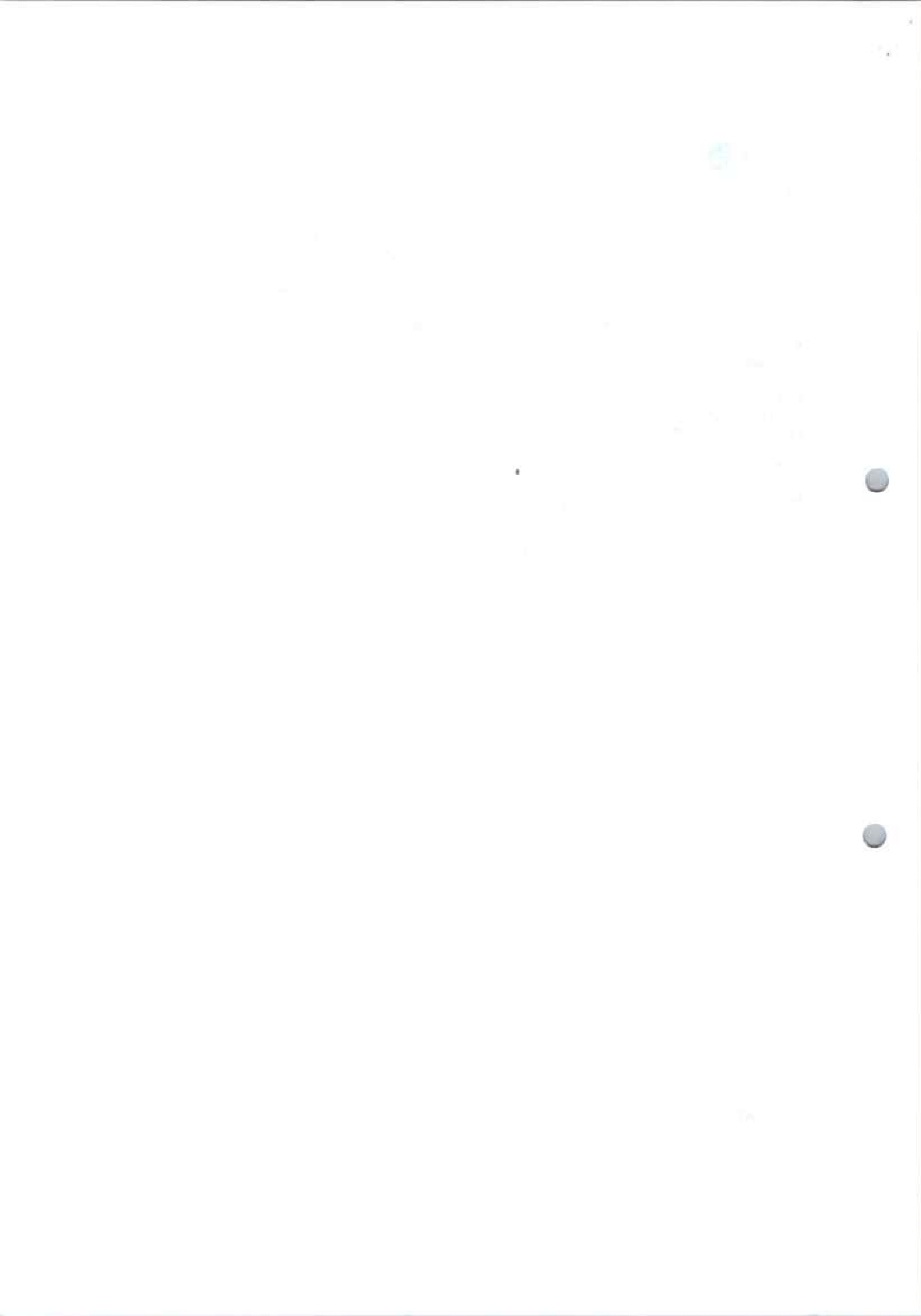
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www.quest-global.com





18EE050

Letter of Intent

Doc Ref. No.: QC20211178

Date of Issue: 24th December 2021

Dear **Sania Kouser**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: 

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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591245 IN CIN: U74900KA2014PTC076219

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Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
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Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
www.quest-global.com

Offer Letter

21-12-2021

Nekitha

Rao Bahadur Y Mahabaleswarappa Engineering,
Bellary, Karnataka.

1856026

Dear Nekitha

We would like to congratulate you on being selected as Intern - Trainee Engineer position with Technologies Global Pvt. Ltd, effective 01-09-2022. The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding!!

Your major internship program will include **PLC, SCADA, VFD, HMI, DCS, MCC Panel Erection and commissioning**. Duration of the internship approximately will be 3 months.

As discussed during the selection process, this is an unpaid academic internship during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between college education and the fundamental requirements of industry.
4. Placement assistance will be provided on fulfilment of following terms & Condition mentioned in this document.

Terms and conditions:

1. Intern will maintain a regular internship schedule and attendance determined by the supervisor.
2. Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Intern will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Intern will furnish his/her supervisor with all necessary information pertaining to his/her unpaid internship, including related assignments and reports.
5. Under no circumstances will Intern leave the internship without first conferring with intern's supervisor.
6. Company is not liable for injury sustained or health conditions that may arise for the intern during the course of the internship.
7. Company may at any time terminate the intern on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.



Offer Letter

8. Your internship will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
9. Just qualifying to be part of Internship program will not guarantee the employment unless the participants clear the post internship industry oriented assessment & following mandatory performance parameters
 - a. Internship attendance : 100%
 - b. Assignment rating : 80%+ (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
10. Based on the post assessment result Technologics Global will either hire for internal requirement or for our client companies.
11. **CTC:** On successfully clearing interview at client location candidates would be eligible for a salary range anywhere between 1.2 L to 3.6 L PA.
12. During the time of posting candidates should take the responsibility of negotiating all service level agreements effectively with employers.

Congratulations and we look forward you to take this opportunity as turning point of your career.

Please review, sign and mail to confirm acceptance.

Intern

For Company


Date 03/01/2022

Title




Gururaj K. K.
Placement Officer
RYMEC, Ballari





OL No: TN4403

Date : 4 July 2022

Dear **Abhishek.N**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 4 August 2022

Training Period : 4 August 2022 to 13 August 2022

OJT Start Date: 14 August 2022

OJT End Date: 13 December 2022

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 220000 INR per month.

Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **4 August 2022**.

SIGNATURE: Abhishek.N

(Candidate's Signature)

DATE: 8/7/22



Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: 
(Candidate's Signature)

DATE: 8/7/22

**ANNEXURE**

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated) OR Fully vaccinated report.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: 
(Candidate's Signature)

DATE: 8/7/22



Swathi NM
3K18ISO10

ITC Infotech India Ltd – Campus Hiring – 2022 Batch – Selection confirmation

2 messages

Sandeep Bhuvaneshwar Chaubey <Sandeep.Chaubey@itcinfotech.com>
To: swathinm.ise.rymec@gmail.com <swathinm.ise.rymec@gmail.com>

Fri, Jun 17, 2022 at 5:39 PM

Dear **SWATHI**,
Rao Bahadur Y.Mahabaleshwarappa Engineering College
Your unique candidate id: 2022AIC1201

Greetings from ITC Infotech India Ltd!

Congratulations! **We take pleasure in informing you that you have been selected in the campus recruitment process of ITC Infotech India Ltd.** Kindly consider this mail as a formal confirmation of your selection as per below details and conditions,

CTC Offered	4.25 LPA
Designation	Associate IT Consultant
Grade	IS1
Joining Location	Bangalore/Coimbatore/Pune/Kolkata/Guwahati (Allocation Basis business requirements)

- You should complete your graduation which you are now pursuing without any backlog at the time of joining.
- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation
- You shall initially undergo a mandatory training program with ITC Infotech, which helps you to transition into the various fresher roles at ITC Infotech and complete the courses offered with the minimum pass percentages indicated therein.
- Further a detailed offer letter indicating the offer stack/terms& conditions/policies will be shared with you upon conclusion of trainings provided by ITC Infotech.
- Your selection and this letter shall be terminated immediately if the above conditions are not met and accordingly the employment offer shall stand revoked immediately without notice.

In case of any further queries do reach out to us via email with the subject line "Campus Offer Confirmation – 2022 Batch – Candidate Id"

Please acknowledge the receipt of this mail and indicate your acceptance.

Regards,

Sandeep Choubey

Campus Recruitment Team |Talent Management

ITC Infotech India Limited

Visit: <https://www.itcinfotech.com/about-us/>

Disclaimer: This communication is for the exclusive use of the intended recipient(s) and shall not attach any liability on the originator or ITC Infotech India Ltd./its Holding company/ its Subsidiaries/ its Group Companies. If you are the

addressee, the contents of this e-mail are intended for your use only and it shall not be forwarded to any third party, without first obtaining written authorization from the originator or ITC Infotech India Ltd./ its Holding company/its Subsidiaries/ its Group Companies. It may contain information which is confidential and legally privileged and the same shall not be used or dealt with by any third party in any manner whatsoever without the specific consent of ITC Infotech India Ltd./ its Holding company/ its Subsidiaries/ its Group Companies. If this email is received in error, please contact the System Administrator of ITC Infotech India Ltd. at Information.Security@itcinfotech.com by quoting the name of the sender and the email address to which it has been sent and then delete it. Please note that ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies accept no responsibility for viruses, and it is your responsibility to scan or otherwise check this email and any attachments. Please be advised that email communications will not result in an agreement binding ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies. Such contracts should be executed separately and only by managers authorized in this behalf.

Swathi N M <swathinm.ise.rymec@gmail.com>

Sun, Jun 19, 2022 at 7:32 PM

To: Sandeep Bhuvaneshwar Chaubey <Sandeep.Chaubey@itcinfotech.com>

Hi Sandeep,

Thanks for the providing opportunity with ITC Infotech India Ltd.

I am Accepting the offer letter.

Regards,
Swathi NM

[Quoted text hidden]

3VC18ME019



BMM/IMS/FM/-/HR/2-5/273

Mr. Jagadish N
S/o Nagaraj N
Thalur Road, Renuka Nagar,
10th Cross, Ballari - 583102
Karnataka.

Dear Mr. Jagadish N

Sub: Offer of Appointment as GET – Purchase

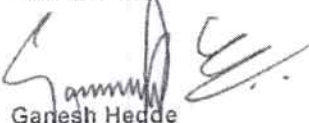
We are pleased to invite you to join BMM family.

This has reference to your application and discussion you had with us, we are pleased to offer you the position of "GET" in Purchase for **Danapur** Location, on the following terms and conditions:

- 1) You shall join us on or before **October 14, 2022** failing which offer will be deemed void.
- 2) As agreed during your interview discussion with us, your annual CTC compensation has been explained in Annexure-I.
- 3) Your appointment will be valid subject to your being medically fit by the Plant Doctor.
- 4) Background Verification / Reference checks will be carried out as per company policy.
- 5) This offer is made on the basis of details and documents submitted by you during discussion. During the course of employment or before joining us, management reserves the right to withdraw the offer, if any details / documents submitted by you are found to be false.
- 6) Please bring the following original certificates and photo copies for verification at the time of joining.
 - a. All Educational Qualification Certificates.
 - b. Experience Certificates & Relieving Letters from all the previous companies (If Applicable)
 - c. Earnings & Deduction details of your previous organization (If Applicable)
 - d. Latest Pay-Slip / Increment Letter / Form- 16 / (If Applicable).
 - e. Seven Pass Port Size Photos (White Background) and One Stamp Size (Individual) photo.
 - f. Two Individual Passport Size photos of your family members (Father, Mother, Spouse & Children).
 - g. Identity Proof, Address Proof, Aadhar Card and Pan Card.
 - h. Mandatory Voter ID (Father, Mother, Spouse & Children)
 - i. Medical Certificate (Blood Group, R.H factor)

Please accept our hearty congratulations and affix your signature on the copy of this offer letter as a token of your acceptance.

Best Wishes,


Ganesh Hegde
Head - HR, Administration, PR & Security

I hereby accept & abide by the Terms & Conditions of this Offer of Appointment

Jagadish N

BMM Ispat Ltd.
(Formerly known as B.M.M. Ispat Ltd)
Registered Office & Works : 114, Danapur Village, Hosapete - 583 222
Vijayanagara District, Karnataka, India. t. +91 99723 09413 / 417 f. +91 80 3072 3604

BMM Ispat Ltd.
(Formerly known as B.M.M. Ispat Ltd)
Corporate Office : 101, 1st Floor, Pride Elite, 10, Museum Road,
Bengaluru - 560 001 Karnataka, India. t. +91 80 4149 5660 / 1 / 3 f. +91 80 4149 5664
CIN : U13100KA2002PLC030365 Email: bmmispat@bmm.in Website: www.bmm.in



ISO 9001 : 2015



ISO 14001 : 2015



ISO 45001 : 2018

Annexure - 1

Name : Jagadish N		Designation: GET	
Grade: Tr.		Department: Purchase	
Sl.No	Salary Components	Monthly Emoluments (Rs.)	Annual Emoluments (Rs.)
A. Monthly Payment			
1	Basic+DA	14,950	179,400
2	HRA	4,121	49,452
3	Education Allowance	-	-
4	Children Hostel Allowance	-	-
5	Medical Allowance	-	-
6	LTA	-	-
7	Washing Allowance	-	-
8	Personal Allowance	-	-
	GROSS (A)	19,071	228,852
B. Retiral Benefits			
9	Employer PF Contribution (12% on Basic+DA)	1,794	21,528
10	Gratuity (4.81% on Basic+DA)	719	8,628
	Total (B)	2,513	30,156
	Total (A+B)	21,584	259,008
C. Statutory Benefits			
11	Employer ESIC Contribution (3.25% on Gross)	620	7,440
12	Bonus	1,196	14,352
	Total (C)	1,816	21,792
	Total (A+B+C)	23,400	280,800
D. Other Benefits			
13	Medical Insurance	-	-
14	Canteen Subsidy	600	7,200
15	Transportation	1,000	12,000
	Total (D)	1,600	19,200
	COST TO COMPANY (A+B+C+D)	25,000	300,000

Proposed Deductions

1	PF	1,794
2	PT	200
3	ESIC	144
4	Canteen	600
	Total	2,738
	Net Salary	16,333

** TDS as applicable as per Income Tax Rules.

Authorized Signatory

** Note: You will be paid Gratuity under the provisions of the Payment of Gratuity Act, 1972 upon successful completion of five-year's Service.

BMM Ispat Ltd.
(Formerly known as B.M.M. Ispat Ltd.)
Registered Office & Works : 114, Danapur Village, Hosapete - 583 222
Vijayanagara District, Karnataka, India. T. +91 99723 09413 / 417 f. +91 80 3072 3604

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(Formerly known as B.M.M. Ispat Ltd.)
Corporate Office : 101, 1st Floor, Pride Elite, 10, Museum Road,
Bengaluru - 560 001 Karnataka, India. T. +91 80 4149 5660 / 1 / 3 f. +91 80 4149 5664
CIN : U13100KA2002PLC030365 Email: bmmispat@bmm.in Website: www.bmm.in



ISO 9001 : 2015

ISO 14001 : 2015

ISO 45001 : 2018

Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bellari

4 messages

3VC18ME031

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>

Thu, Nov 24, 2022 at 1:59 PM

To: adnan.mech.rymec@gmail.com

Cc: Rajani Bathula <rajani@terralogic.com>

Hello Adnan,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bellari.

Kindly go through the following details and acknowledge the email before Monday(28/11)

Work location: Bellari and you need to work from our Bellari office , #01, 2nd Floor, ParvathiNagar Main Rd, opp. KFC, Ballari **(No work from home option for this position)****Position:** Full time and Permanent**Designation:** Trainee Software Engineer**Payscale:** 2,52,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years**Joining date:** 1st Dec 2022, Thursday @ 9:30 AM IST**NOTE:** You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ latest degree) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.**CTC break up:**

Basic Salary & DA	1,04,555
House Rent Allowance	52,277
Other Allowances	52,277
Bonus*	25,200

Provident Fund Employer Contribution	17,690
Insurance (GMC & GPA)	5,757
Gratuity**	4,356
Total Cost to Company	2,62,113

* Bonus will be paid in two equal installments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

*Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of Joining. The contribution mentioned will be deposited with the Life Insurance Corporation of India every year and an employee resigning from the services company after completing the service exceeding 5 years will be paid, a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the LIC.

*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.

Thank you,
Narmada Biradar
Sr. Manager-HR
Cell: 9886310182
Terralogic Software Solutions Pvt. Ltd.

Mohammed Adnan Pasha <adnan.mech.rymec@gmail.com>
To: Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>
Cc: Rajani Bathula <rajani@terralogic.com>

Thu, Nov 24, 2022 at 2:00 PM

I accept the offer.
[Quoted text hidden]

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>
To: Mohammed Adnan Pasha <adnan.mech.rymec@gmail.com>
Cc: Rajani Bathula <rajani@terralogic.com>

Thu, Nov 24, 2022 at 2:13 PM

Hello
Great to hear from you, looking forward for your joining from 1-Dec-2022
Regards,
Narmada
Sr. Manager- HR
Terralogic Software Solutions Pvt. Ltd.

[Quoted text hidden]

Mohammed Adnan Pasha <adnan.mech.rymec@gmail.com>
To: Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>
Cc: Rajani Bathula <rajani@terralogic.com>

Thu, Nov 24, 2022 at 2:47 PM

Yes, I confirm.

[Quoted text hidden]



rymec 2022 <rymec2022@gmail.com>

Terra logic Offer letter

1 message

3VC18ME057

Sunil Kumar <ssunilkumar5520@gmail.com>

Fri, Nov 25, 2022 at 3:15 PM

To: "rymec2022@gmail.com" <rymec2022@gmail.com>

Hello Sunil Kumar,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bellari.

Kindly go through the following details and acknowledge the email before Monday(28/11)

Work location: Bellari and you need to work from our Bellari office , #01, 2nd Floor, ParvathiNagar Main Rd, opp. KFC, Ballari **(No work from home option for this position)****Position:** Full time and Permanent**Designation:** Trainee Software Engineer**Payscale:** 2,52,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years**Joining date:** 1st Dec 2022, Thursday @ 9:30 AM IST**NOTE:** You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ latest degree) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.**CTC break up:**

Basic Salary & DA	1,04,555
House Rent Allowance	52,277
Other Allowances	52,277
Bonus*	25,200

Provident Fund Employer Contribution	17,690
Insurance (GMC & GPA)	5,757
Gratuity**	4,356
Total Cost to Company	2,62,113

* Bonus will be paid in two equal installments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

*Gratuity is a statutory benefit that an employee will be entitled to get only after a continuous service of 5 years from his date of Joining. The contribution mentioned will be deposited with the Life Insurance Corporation of India every year and an employee resigning from the services company after completing the service exceeding 5 years will be paid, a sum of 15 days salary per annum for each completed year of service at the rate of Last receivable basic salary from the LIC.

*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.

Thank you,
Narmada Biradar
Sr. Manager-HR
Cell: 9886310182
Terralogic Software Solutions Pvt. Ltd.



Your candidature is short listed for Trainee Software Engineer position with Terralogic Software Solutions Pvt Ltd, Bellari

1 message

3vc19ME412

Narmada Vivekanand Biradar <narmada.biradar@terralogic.com>
To: vinayhskp19@gmail.com
Cc: Rajani Bathula <rajani@terralogic.com>

Thu, Nov 24, 2022 at 1:51 PM

Hello C Vinay Kumar,

Congratulations!!!

We are pleased to offer you a position with Terralogic Software Solutions Pvt. Ltd. Bellari.

Kindly go through the following details and acknowledge the email before Monday(28/11)

Work location: Bellari and you need to work from our Bellari office , #01, 2nd Floor, ParvathiNagar Main Rd, opp. KFC, Ballari **(No work from home option for this position)**

Position: Full time and Permanent

Designation: Trainee Software Engineer

Payscale: 2,52,000 INR per year

Upon completion of the first 12 months, the employee is eligible for the performance review and the potential raise is 40% to 100% based on the performance ratings.

Upon completion of 24 months, the employee is eligible for the performance review and the potential raise is 30% to 80% based on the performance ratings.

Employment bond: 3 years

Joining date: 1st Dec 2022, Thursday @ 9:30 AM IST

NOTE: You are required to submit educational documents originals (SSC, Inter, BE/B.Tech/ latest degree) at the time of joining and the documents will be returned upon completion of the first 18 months of employment with the company.

CTC break up:

Basic Salary & DA	1,04,555
House Rent Allowance	52,277
Other Allowances	52,277

Bonus*	25,200
Provident Fund Employer Contribution	17,690
Insurance (GMC & GPA)	5,757
Gratuity**	4,356
Total Cost to Company	2,62,113

* Bonus will be paid in two equal installments. The employees who have served the company for a period of six months from the beginning of April to the end of September and beginning of October to the end of March, with their employment in full standing will be eligible for bonus pay. For newly joined employees, the first bonus pay will be prorated and paid at the said intervals to bring them into this regular payment schedule.

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*** The Insurance and Medical Benefits mentioned are provided through an insurer under a Group Policy taken by the company. For details in this regard, please contact HR.

Note:

1. This Document is private and Confidential. The same shall not be disclosed to anyone under any circumstances.
2. The above components are provided as per the policy of the company. The components are subject to change in case of changes in the company policies.
3. Tax liability, employee contribution towards statutory payments arising from the compensation shall be borne by the employee.

Thank you,
Narmada Biradar
Sr. Manager-HR
Cell: 9886310182
Terralogic Software Solutions Pvt. Ltd.



CMMI DEV/5

08-07-2022

Ref: SSL/HR /APPT

K Vinay

K Vinay, C/O K Mallikarjuna, Flat no 102, 17th ward, Sukriti homes
Anantapur road
Karnataka , Bellary, 583101

Dear K Vinay

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Digital Engineer Trainee
2. **Grade:** ETG
3. **Date of Commencement:** Will be informed later
4. **Salary:** As per the salary Annexure.
5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.
6. You will be governed by the Leave Rules of the Company.
7. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.
8. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.
9. Should you leave the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.
10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.
11. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.
12. You will not divulge or pass any information which you may obtain during your training in the Company to others.



SONATA SOFTWARE LIMITED



 CMMI DEV/5

13. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

14. **Posting:** In the current scenario, you are permitted to work from home. You are required to have a secure work environment, uninterrupted power supply and internet bandwidth to ensure continuous online connectivity. Based on the need of the organization, you may be required to work from office in future.

For Statutory and Tax Compliance, your work location will be **Bangalore**.

15. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving two months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are mandated to serve the Company unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

16. **Non-Compete Undertaking** - During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any current employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);

(d) Otherwise interfere with any business relationship of the Company;

17. General:

(i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.

(ii) You shall abide by the Rules and Regulations applicable to you, which are in force as may be framed and / or amended from time to time. Your hours of work and attendance shall be regulated as per duties entrusted to you from time to time.

(iii) You shall keep the terms of your employment confidential. You shall keep us informed of any change in your present residential address, contact numbers, your civil status, and academic / professional qualifications

(iv) Please note that the communication forwarded to you at your present address as given by you in your application form shall be deemed to have been correctly served unless any change in address is duly communicated in writing.

(v) You are required to undergo a medical examination by a Registered Medical Practitioner and the report would need to be filled as per the enclosed format. This offer is subject to you being found medically fit. However, the Company reserves the right to send you for a medical check up at any time during your employment.

(vi) If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed any relevant material facts, your employment is liable to be terminated any time without any notice or compensation in lieu thereof.

18. The Company reserves the right to review and modify or cancel the terms of employment when deemed necessary.

Looking forward to a long and fruitful association with you.

Yours very truly,
For Sonata Software Limited
Christopher George Pereira



Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : _____

Date : 08-07-2022

Encl:

- Salary Annexure
- Checklist of Documents for Joining.
- Medical Examination Report format.