

UNITELWORKS WIRELESS SOLUTION PVT. LTD.

Mr. DEEPAK . H.S.

8970690039

LETTER OF OFFER

Dear DEEPAK,

Congratulations!!

We are pleased to offer you an Employment with M/s **Unitelworks Wireless Solution Pvt.Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **_Trainee Engineer** and will be based at our Indore Centre.
2. Your date of commencement of Employment will be on or before June 2015.
3. You will be entitled to receive a gross package of 1.2 to 1.8 lakhs/Annum, details of division of the same will be given in the appointment letter.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
5. You will be on one year bond which includes probation period of six months from the date of joining according to the company policies in financial year 2015 - 2016 .

Unitelworks Wireless Solution Pvt. Ltd.

Sidha Kamal Building, Ratnamani Colony Scheme No.53

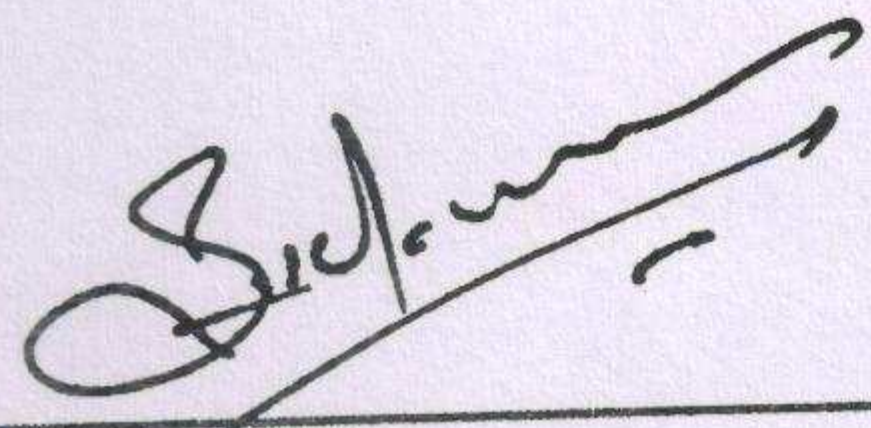
Vijay Nagar Indore- 452010 Ph- 0731-6003555, Web: www.unitelworks.com

6. Please bring along the below listed documents / details on your day of joining.
- a) Original Academic Certificates (all from 10th to Highest)
 - b) Six passport size photographs (Recent)
 - c) Id & Address proof

7. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

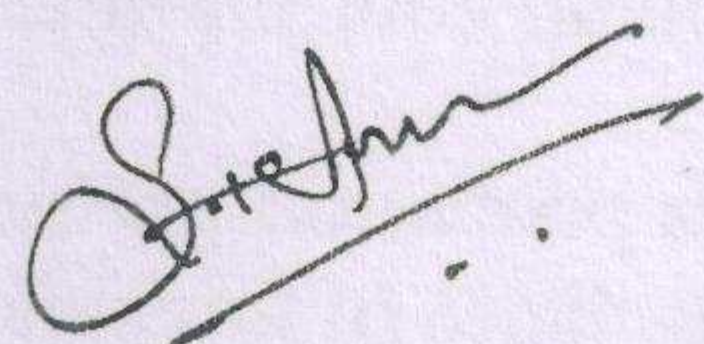
Yours truly,
For UNITELWORKS WIRELESS SOLUTION PVT. LTD.



Sr. MANAGER - HUMAN RESOURCES

Received a sum of Rs 5000/- for technical training held at college campus, Certificate has been issued for the same.

The said amount will be refundable after the joining in UNITEL, As per company policy.



Unitelworks Wireless Solution Pvt. Ltd.
Sidha Kamal Building, Ratnamani Colony Scheme No.53
Vijay Nagar Indore- 452010
Ph- 0731-6003555, Web: www.unitelworks.com

Maventic Final Round Result

Rashmi Bhandary <placements@sahyadri.edu.in>

Sat, Sep 12, 2015 at 9:08 AM

To: Placement NMAMIT <placement.nmamit@nitte.edu.in>, Placement Officer Sjec <placement_sjec@sjec.ac.in>

Dear All,

This is in continuation with the final round of interview held at Maventic, we are glad to inform you that, the following 4 students have been selected for Maventic. Please find the details below;

Prajwal---Shayadi, MCA-2015

Rolan Ashley Carlo---Shayadri, BE-2015

Venugopal---NMAMIT, Nitte, MCA 2016

Nisha.K---St.Joseph, MCA 2016

Congrats to the selected students on behalf of Maventic.

Joining date for Prajwal & Rolan--14 th September 2015

Joining date for Venugopal & Nisha.K-- 4th January 2016

Kindly communicate on the same with the students.

Regards,

Rashmi Bhandary.



Ms. Reena D'souza

Date : 19-May-2015

Dear Reena D'souza,

It was a pleasure meeting you to explore a career opportunity for you with ITC Infotech India Limited.

Based on our discussion, we are pleased to offer you the position of **Associate IT Consultant grade IS1**

1. Your annual gross salary along with the break-up of salary is enclosed at the end.
2. You are required to join us on or before **12-October-2015** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
3. You are requested to report at 9.30 AM to complete the joining formalities. Your initial place of posting will be at **Bangalore**. At the time of joining you are requested to submit the copies of documents as per the checklist enclosed.
4. For any further clarifications, request you to communicate with the concerned recruiter contact.

Welcome to ITC Infotech India Limited and look forward to a long and mutually beneficial association.

Yours faithfully,
ITC Infotech India Limited

Syed Khan
Senior Manager - Talent Management



Designation: Associate IT Consultant
Grade: IS1
Location: Bangalore
Date of Joining: 12-October,2015

Monthly Components	Proposed Salary (Rs pm)
Basic/Consolidated Salary	6,000
House Rent Allowance	6,500
Supplementary Allowance	2,886
Special Supplementary Allowance	7,500
Conveyance Allowance	800
Medical Allowance	417
SUB- TOTAL I	24,103
Annual Components	
Medical Insurance Premium	310
PF/Gratuity	970.20
L.T.A.	917
Performance Effectiveness Pay (PEP)	1,200
SUB- TOTAL II	3,397
TOTAL	27,500
Grand Total PA	3,30,002

Benefits:

- Medical Insurance for You & Your Family (Spouse, 2 dependent children up to age of 21 years) will be covered under Company's - Group Health Insurance scheme, up to Rs. 2,00,000 pa.
Option to cover parents on payment of premium by Employee with attractive coverage / benefits
- LTA of Rs 11000/- is paid as per company policy, Prorata for the previous financial year along with April salary of the following financial year.
- Performance Effectiveness Pay can vary from 0 to a maximum of 20% of Consolidated Salary subject to your performance and the Company's performance on Management's discretion paid once a year.

Yours faithfully,
ITC Infotech India Limited

Syed Khan
Senior Manager - Talent Management

Ref: 605551/1224329/ELTP

23-JUL-2015

Ms. Sanjana Pushparaj Shetty
Sanvi,
Bejai Pais Garden,
Mangalore-575004
Phone No: 8971923590

Subject: Offer of Appointment

Dear **Ms. Sanjana Pushparaj Shetty**

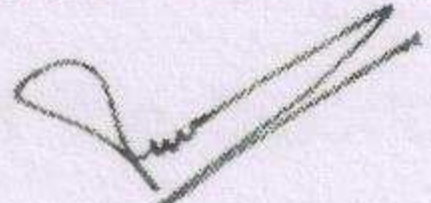
It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer at Band 'U' and Sub Band 'U1' under ELTP Scheme**.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3, 07,000 (Rupees Three Lac Seven Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.



7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1, 00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of 2 years from the date of your joining. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **Rs.15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **06-AUG-2015** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **RENUKA,P** at 9:00 AM to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Campus Joining Team (Email id:campusjoining@techmahindra.com)** latest by **30-JUL-2015**.

For Tech Mahindra Limited



PK Sharma
Head, Resource Management Group

Encl: Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H – General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:
Sanjana Pushparaj Shetty



HRD/3T/15-16/10222021

Ms. Surabhi D Murthy
Candidate ID: 10222021
Door No 302, 3Rd Floor Kent Court Telecom House Road,
Adjacent To Kerala Samajam School,
Mangalore - 575 001
Ph: (91) 99012 00677

December 9, 2015

Dear Surabhi,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD
Date: 2015.12.09 18:37:36 +05:30
Reason: Offer Letter
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

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, for the first two years of your tenure with the Company. On completion of two years of service, subject to your 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 22,500 per month** and Total Gross Salary post training will be **INR 27,084 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) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2015-16 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.

SWIZBRIGO



MANPOWER

Dear

SURABHI D. MURTHY,

SJEC, TSA

Congrats!!

With reference to the interview process you had with SwizBrigo. We take pleasure to issue the letter of Intent.

Please find below the mandatory documents to be carried to the Company.

For Documentation:

- 10th ; 12th ; Degree certificate / provisional/convocation certificate ; marks card – originals and 3 sets of photo copies.
- Passport size Photograph – 12 Nos.
- Full Length Post Card Size Photograph – 2Nos.[If your salary break up shows ESI component greater than zero]
- ID proof (Salary account) -DL or Passport or PAN card or Voter ID or passbook of earlier bank account with a Cheque Leaf.
- Relieving letter [If Applicable] - Original + 3 sets of photocopies.
- List of acceptable photo id:
 1. Secondary School Leaving Certificate indicating date of Birth (ID proof if, document is with a photograph).
 - 2.ID card with photograph issued by Government.
 3. Arms License issued by State/ Central Govt of India authorities.
 - 4.Photo Social Security Card (Smart Card) issued by Central/State Govt or Union territories.
 - 5.Photo ID cards issued by following, which has address of the applicant: Central or State Govt.Departments, Central or State Govt.Undertakings, Public Sector Undertaking, Public Sector Banks, RBI, SEBI, EXIM BANK.
 - 6.Defense Dependent Card or Discharge Book issued by Cantonment Board or Ex-Servicemen Card issued by Zilla Sainik Board or other competent authority or Pension Payment Order/Book/Card issued by Commanding Officer or other competent authority or Station headquarters.

Contact Person: Manju +91 9738128567; Vinay +91 9739744648

Thanks & Regards,
HRO-Recruitment Team
SwizBrigo Pvt Ltd.



#192, 6th Cross, next to Shiva Temple, Dasarahalli, Bangalore North – 562123.

Ph No: +91 9738128567/9739744648

Email : swizbrigo@gmail.com



January 27, 2016

Adil Mansoor
Vizag

Dear Adil Mansoor,

a. Sub: Letter of Engagement as Intern (Applicable for Campus Selected Students by Wipro)

We are pleased to inform you that you have been selected for undergoing Internship in our organization Wipro Limited (Wipro) as Intern under the following terms and conditions:

1. Nature of Engagement

You will be engaged as an **Intern at Wipro.**

2. Duration of training

The duration of **internship** will be from **8th February 2016 to 9th May 2016**. During this period, Wipro shall evaluate your performance. Unless Wipro extends the period of internship, in writing, solely at its discretion, your internship shall automatically stand terminated at the expiry of the internship period.

3. Stipend :

During the internship period, you will be eligible to receive stipend of **Rs 12,000/- per month**. The payment of stipend is linked to your attendance and absence from work will result in a pro rata deduction in the stipend.

4. Verification Report

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have wilfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

5. Obligations and Responsibilities

- a. During your internship period, Wipro expects you to undergo training in any department / section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training. You shall not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business (except as share-holder or debenture holder) during the training period without obtaining permission in writing from the appointing authority at Wipro. You will be governed by

Page 1

Ref No: 5738231

Confidential

Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore – 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054
Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800



7. Termination

Notwithstanding any of the clauses of this letter of engagement, Wipro reserves the right in its sole discretion of terminating this agreement during the training period without assigning any reason by giving one week's (7 days) notice or payment of one week's stipend, in lieu of notice.

8. Training Hours and Holidays

As an intern you will be called upon to undergo training during the hours and days as may be fixed by Wipro. Normally all Sundays will be weekly holidays together with all National and Festival Holidays observed by the establishment.

9. After completion / termination of internship

On completion / termination of internship, you will immediately surrender to Wipro all specifications, documents, literature, drawings, records etc, belonging to Wipro or relating to its Businesses and shall not take or retain any copies of the said items. An internship completion letter will be issued to the intern subject to a minimum of 85% attendance during the internship.

10. Date of commencement of training

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement within one week, duly signed by you, in token of your acceptance of the offer and report for training on or before the date of commencement of training. While reporting for training, please bring 3 copies of your latest passport size photographs and two copies each of your certificates and testimonials along with the originals. The original certificates will be returned to you after verification.

Yours sincerely,
For Wipro Technologies,

Rajeev Kumar
Global Head - Campus Hiring



ST JOSEPH ENGINEERING COLLEGE

Placement Officer Sjec <placement_sjec@sjec.ac.in>

Fwd: Selection Confirmation - Hewlett Packard Enterprise - ITO

Anushree S . V <anushree.kash@gmail.com>
To: Placement Officer Sjec <placement_sjec@sjec.ac.in>

Fri, Apr 8, 2016 at 10:43 AM

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

From: "HP Campus Connect" <campusconnect@hpe.com>
Date: Jan 27, 2016 3:56 PM
Subject: Selection Confirmation - Hewlett Packard Enterprise - ITO
To: "anushree.kash@gmail.com" <anushree.kash@gmail.com>
Cc:

Dear ANUSHREE SV,

Congratulations!!

Further to your participation in the 'Campus Recruitment Program', we are pleased to confirm your selection for the position of Graduate Development Program at **Hewlett-Packard Globalsoft Private Limited** (A Hewlett-Packard Enterprise Company). Your place of work would be **Bangalore** and the same is subject to change based on the business exigencies.

Your annual compensation (CTC) would amount to **INR 360,000 PA (INR Three lacs and sixty thousand only) plus a Joining Bonus of INR 50,000 (Fifty Thousand only)**.

You will be considered for employment in HPE subject to successful completion of the background checks (which may include **criminal checks**, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by HPE or an appropriate third party authorized by the HPE for this purpose.

Additionally, you are required to complete your current academic course with an aggregate **60%** within the normal duration.

Subject to completion of the above two conditions, you will be considered for employment at HPE, at the sole discretion of HPE.

We request you to upload your profile on the link shared below to enable us to process your resume to the next steps in the recruitment process.

Link: <https://hpe.taleo.net/careersection/2/jobsearch.ftl?lang=en>

Do note that the email ID used will remain our primary point of contact for all communications.

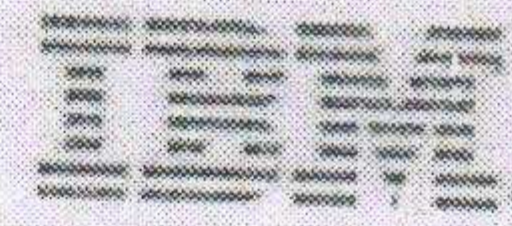
We welcome you to HPE family and look forward to a long and mutually rewarding association.

Date : November 03, 2015

Name : Rajat Ravindra Nayak

Contact Number : 7353057555

Your IBM Reference No : 2015289000188



IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear Rajat Ravindra Nayak,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

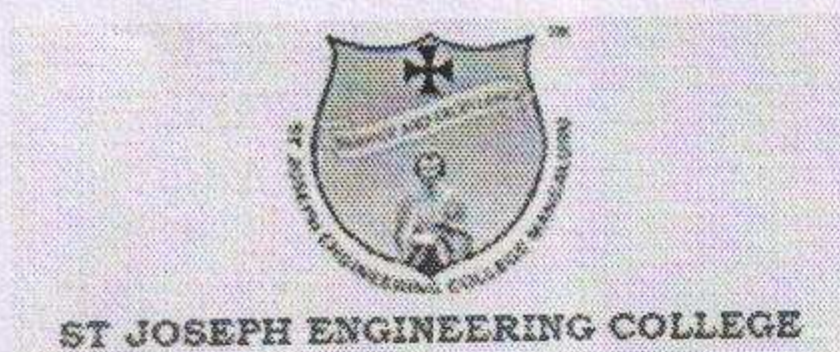
Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: RAJAT R. NAYAK
Place of Residence	: MANGALORE
Residence Contact No	: 9844027555
Date	: 16-11-2015
Signature	:





Placement Officer Sjec <placement_sjec@sjec.ac.in>

RE: Internship Offer Letters.

Chandershekar J Patel <CJ.Patel@laurusis.com>
To: "placement_sjec@sjec.ac.in" <placement_sjec@sjec.ac.in>
Cc: "sangeetaf@sjec.ac.in" <sangeetaf@sjec.ac.in>

Mon, Nov 30, 2015 at 9:31 AM

Hi Sangeeta,

Kindly confirm if you have received the said offer letters and by when are you sending signed copies of the offer letter back to us.

Concerned as we have not heard from you about the receipt of the offer letters for – Ms. Nisha K & Ms. Shivani M.

Regards,

Chandershekar J Patel

AGM – HR & Admin

Laurus Infosystems (India) Pvt. Ltd.

T +91 80 4190 7800

Plot No. 100 – 101

E cj.patel@laurusis.com

Export Promotion Industrial Park | Whitefield

W laurusis.com

Bangalore - 560 066 | India

Next Generation Innovation

From: Chandershekar J Patel
Sent: Friday, November 13, 2015 3:57 PM
To: 'Shalini Sharma'; placement_sjec@sjec.ac.in
Subject: Internship Offer Letters.

Hi Bharat & Sangeeta,

We are sending the internship offer letter for all the seven selected students (Anusha Shetty, Nisha K, Shanthraj, Shivani M, Sonal, Vinutha Bennis and Nagaraja) by today's courier separately to Bharat for 05 NMAMIT, Nitte students & Sangeeta for 02 St. Josephs Engineering College, Mangalore students).

There will be two copies of the offer letter, these students have to sign on one of the copies and send it back to us as token of their acceptance.

From: Chandershekar J Patel
Sent: Saturday, September 12, 2015 2:09 PM
To: 'Shalini Sharma'; placement_sjec@sjec.ac.in
Subject: List of Selected Students - Interview Results
Importance: High

Hi Bharat / Sangeeta,

We thank you for your efforts coordinating the campus selection process for us.

Please find the list of selected students who will be joining us for internship followed by employment.

Sl. No.	USN No	Name of the Student	Status
1	4NM13MCA12	Anusha Shetty	Selected
2	4SO13MCA10	Nisha K	Selected
3	4NY13MCA22	Shanthraj	Selected
4	4S013MCA17	Shivani M	Selected
5	4NY13MCA32	Sonal	Selected
6	4NY13MCA54	Vinutha Bennis	Selected
7	4NM13MCA40	Nagaraja	Waitlist - 1
8	4SO13MCA07	Ashwin K	Waitlist - 2
9	4S013MCA20	Soumya A	Waitlist - 3

Kindly inform the students and ensure they join us.

Regards,

Chandershekar J Patel

AGM - HR & Admin

Laurus Infosystems (India) Pvt. Ltd.

Plot No. 100 - 101

Export Promotion Industrial Park | Whitefield

Bangalore - 560 066 | India

T +91 80 4190 7800

E cj.patel@laurusis.com

W laurusis.com



Offer: Computer Consultancy
Ref: TCSL/CT20141166118/Bangalore
Date: 11/09/2015

Ms. Vrinda Mallur
ShreerakshaNodubail,
Near Mukhyaprana Temple,
Mangaluru-575004,
Karnataka.
Tel# 0824-2213774

Dear Vrinda Mallur,

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 **₹3,33,475/-** per annum, as per the terms and conditions set out herein. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

TCS Confidential
TCSL/CT20141166118

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



COMPENSATION and BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹3,880/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

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



4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

5. Food Coupons

You will be eligible for food coupons of ₹500/- per month.

6. Personal Allowance

You will be eligible for a monthly personal allowance of ₹4,370/- per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

1. Monthly Performance Pay

You will receive a monthly performance pay of ₹3,800/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance

2. Quarterly Variable Allowance

Your variable allowance will be ₹400/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.



CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹5,000/- per insured person and hospitalisation expenses up to ₹95,000/- per insured person.

ii. Premium - Basic premium for self, spouse and first two children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependant parents/parents-in-law or remaining children (over and above the first two children), the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependants will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹7,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

* The above Health Insurance Scheme is subject to revision.



Loans

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

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

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.



TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL Selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.



This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory.

Upon your confirmation, if your services are not found satisfactory, TCSL may terminate your services by giving you one month's notice or one month's basic salary in lieu thereof. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

You may be required to work in shifts and/or in extended working hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure/Salary components

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



7. Increments and Promotions

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

8. Alternative Occupation/Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure.

11. Overseas Deputation/International Assignment Agreement

If you are on international assignment, you will be covered by the TCSL International Assignment policy from the date of deputation. Accordingly, you will be required to sign the applicable Overseas Deputation/International Assignment Agreement/s. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.



If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. TERMS and CONDITIONS

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

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

TCSL shall give one month's notice or payment in lieu thereof if the traineeship is discontinued/terminated upon the expiry of one year. No notice or payment in lieu thereof shall be payable by TCSL when the traineeship is discontinued/terminated on account of any misconduct, either during the period of traineeship or upon expiry of the traineeship. During your tenure with TCSL, either you or TCSL can terminate the appointment by giving 30 calendar days written notice or 1 month's basic salary in lieu of the notice. You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 2 years after joining in accordance with Clause No.10.

If you are covered under Deputation Agreement/International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL), which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.



17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and/or any other permissions and/or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.

If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.



20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training ("Initial Learning Programme") at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Gross Salary Sheet
Annexure 2: List of TCSL Centres



GROSS SALARY SHEET

Annexure 1

Name	Vrinda Mallur
Designation	Assistant System Engineer-Trainee
Institute Name	St. Joseph Engineering College. Mangalore Karnataka

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	10,900	1,30,800
2) Performance Pay **		
Monthly Performance Pay	3,800	45,600
Quarterly Variable Allowance*	400	4,800
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance	NA	4,500
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	25,075
TOTAL GROSS	27,215	3,33,475

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

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

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

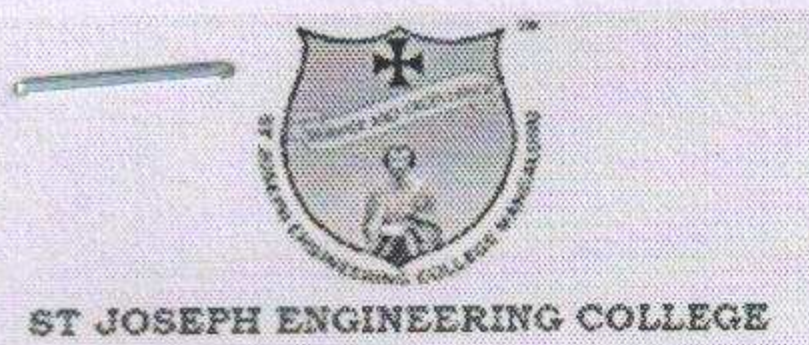
Component Category	Monthly	Annual
House Rent Allowance	3,880	46,560
Conveyance Allowance	800	9,600
Leave Travel Assistance	850	10,200
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
Personal Allowance	4,370	52,440
GROSS BOUQUET OF BENEFITS	10,900	1,30,800



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar- 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 – 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat Kolkata - 700156, West Bengal Tel: 033- 66881000</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>



Placement Officer Sjec <placement_sjec@sjec.ac.in>

Selected candidates - Sunquest Information Systems

Bhola, Sunaina <Sunaina.Bhola@sunquestinfo.com>
To: Placement Officer Sjec <placement_sjec@sjec.ac.in>
Cc: "Bali, Kishore" <Kishore.Bali@sunquestinfo.com>

Mon, Mar 6, 2017 at 1:22 PM

Hi Sangeetha,

Thank you so much for the support extended to Sunquest team at Mangalore.

Please find below the names of selected candidates:

- 1- Akshay Kini – St. Joseph Engineering College – 9900934970
- 2- Shivaputra B Udagatti – P A College of Engineering - 7353099788
- 3- Ramlath – Canara Engineering College – 974328022
- 4- Pradeep Pai G – YIT Moodbidri – 8722876482
- 5- Arvind B Hebbal – St. Joseph Engineering College – 9686157741

Waiting List: if any on the above candidates drop out.

- 1- Joel Jose – St. Joseph Engineering College – 9446506807
- 2- R. Rachitha – Srinivasa Institute Of Technology, Valachil – 8497045001
- 3- Nithu Brijita – St. Joseph Engineering College - 9535700725

I hope the above candidates/colleges have been informed accordingly. I will be initiating the aptitude test by this week for the selected candidates. Also, let us know candidate`s feedback on our interview pattern or any specific incidents.

Best Regards

Sunaina Bhola

Senior Specialist – People Operations

Sunquest Information Systems (I) Pvt. Ltd.

(CIN No. U30009KA2000PTC026608)

3rd Floor, Indraprastha Equinox, No. 23,

100 Feet Inner Ring Road, Ejipura,

Bangalore 560095

Direct: +91 80 61357300

www.sunquestinfo.com



sunquest.

Mahindra

Mahindra & Mahindra Ltd.
Mahindra Towers, Akurli Road,
Kandivli (East) Mumbai 400 101 India

mahindra.com

Regd. office:
Gateway Building, Apollo Bunder,
Mumbai 400 001 India

Date: 19/5/2017
Ref: HR/GET/2017053

Devaiah M S
Kadagadal Village,
Post Via Chettali Madikeri,
Karnataka - 571248

Dear Devaiah,

We have pleasure in offering you appointment in Mahindra & Mahindra Ltd. as a Graduate Engineer Trainee (GET).

This offer of Training is subject to your satisfying the following:

- a. Your written undertaking to join, not later than **21-Aug-2017**.
- b. Self- Medical Declaration Form, and
- c. Submission of all your necessary certificates and documents in respect of educational and professional qualifications, proof of age and project experience, as per the requirements of the Company.
- d. Subject to you passing your graduation without any backlogs before the date of joining.

This appointment will commence from the date on which you join the Company. A joining note to that effect will be issued to you.

The terms and conditions of employment shall be as under:

- 1 During the one year training you will receive emoluments/allowances as per the attached Annexure.
- 2 Performance pay will be paid as per company policy only after completion of one year of service as a confirmed employee.
- 3 The age of superannuation will be sixty years (On the strength of the bio-data submitted by you, we have recorded your date of birth as **11-Aug-1995**).
- 4 With effect from the date of commencement of your training, you are required to become a member of the Mahindra & Mahindra Limited Staff Provident Fund.
- 5 You are liable to be placed for service at our discretion at any of the Company's establishments/departments/divisions anywhere in India as also the Associate Companies, JV's and subsidiary Companies of Mahindra & Mahindra Ltd.
- 6 You will undergo training for a period of twelve months. However, this training period could be curtailed or extended at the discretion of the Company. Completion of twelve months of training does not entitle you or result in automatic confirmation, unless confirmed in writing.
- 7 Trainees will be entitled to 20 days Exigency Leave on pro-rata basis (inclusive of plant shutdown days which is applicable for Trainees at plant location.) Accumulated leave cannot be encashed or carried forward at the end of the training period.
- 8 Gratuity/Provident Fund/ Superannuation will be applicable as per the rules of the Company.
- 9 a) The Company will be at liberty to terminate your services with 1 month notice or by paying you 1 month salary, including allowances, in lieu of notice. In the event the Company decides to pay you 1 month salary in lieu of notice, the Company will be at liberty to call upon you not to take up any alternate employment for the period of 1 month. The Company will also be at liberty to call upon you not to report for work, though you would be on the rolls of the Company for the said period and you would be paid your salary as per your contract, as if you were on duty.

Mahindra

- b) In the event you choose to resign from the services of the Company, you will be required to serve for the period of notice of three months. The Company, however, will be at liberty to call upon you not to report for work or even take up any alternate employment during this period, which will be at the sole discretion of the Company. The Company will also be at liberty to pay you three months' notice wages in lieu of notice. However, it will be impermissible for you to waive the shortfall in the notice period by buying the said shortfall period in lieu thereof.
- 10 You shall not be entitled to adjust your notice period against any leaves, if any, standing to your credit.
- 11 Further, on confirmation :
- a) You will be entitled to Privilege Leave, as per the rules thereof;
 - b) Medical Benefits, for self and family will be applicable as per the rules of the Company.
 - c) The Company will be at liberty to terminate your services with three months' notice or by paying you three months salary, including allowances, in lieu of notice. In the event the Company decides to pay you three months' salary in lieu of notice, the Company will be at liberty to call upon you not to take up any alternate employment for the period of three months. The Company will also be at liberty to call upon you not to report for work, though you would be on the rolls of the Company for the said period and you would be paid your salary as per your contract, as if you were on duty.
 - d) In the event you choose to resign from the services of the Company, you will be required to serve for the period of notice of three months. The Company, however, will be at liberty to call upon you not to report for work or even take up any alternate employment during this period, which will be at the sole discretion of the Company. The Company will also be at liberty to pay you three months' notice wages in lieu of notice. However, it will be impermissible for you to waive the shortfall in the notice period by buying the said shortfall period in lieu thereof.
 - e) You shall not be entitled to adjust your notice period against privilege leave, if any, standing to your credit.
- 12 So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorised person within or outside the Company, nor will you unauthorisedly use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.
- 13 You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorisedly through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorised person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.
- 14 You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.
- 15 In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/body corporate, etc., whether for any consideration or not.
- 16 You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.

Mahindra

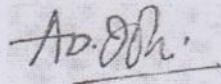
- 17 You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.
- 18 The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.
- 19 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.
- 20 You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.
- 21 Any joining expenses reimbursed or any payment made to you while joining by the Company will be recovered in the event you leave the organization within two years of joining.
- 22 You will be subject to all rules, regulations and policies of the Company, which may be in force from time to time.
- 23 On successful completion of training you will be paid a onetime **Special Pay** amount of **48,000 /-** (Rupees **Forty Eight Thousand Only**).

Please return the duplicate of this letter, duly signed in token of your acceptance by **21-Aug-2017** of the above mentioned terms and conditions of this employment.

We wish you a long and fruitful career with us.

With Regards,


Yours Sincerely,
For MAHINDRA & MAHINDRA LIMITED



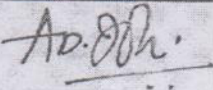
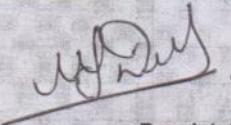
Atul Joshi
Head – HR
AD, IO & MVML

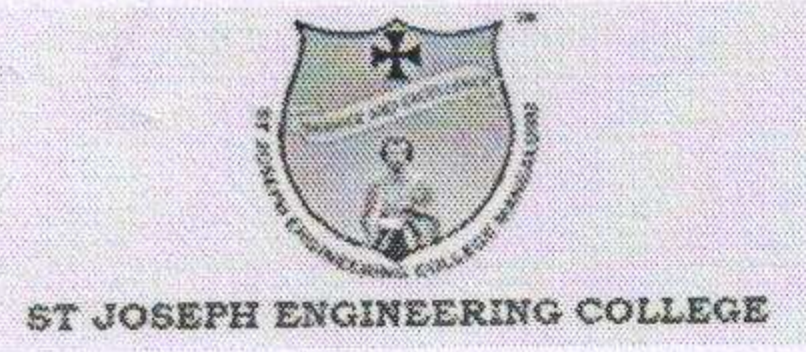
If the above conditions are not satisfied/fulfilled on or before **21-Aug-2017**, this letter of appointment will become null and void and will stand cancelled.

Accepted:
(Name & Signature of Candidate)

DEVAIAH · M · S


CC : Accounts
CC: CIS / ER & D/ER
CC: Human Resources / MIBS
CC: PF Section

CTC ANNEXURE		
NAME	Devaiah M S	
CTC	600000	
CE	Automotive Division	
BAND	GET	
	ANNUAL	MONTHLY
Basic	15,600	1,300
Ad-hoc Pay	239,592	19,966
PF Base	255,192	
PF	30,623	
Gratuity*	14,189	
Retirals	44,812	
HRA	153,115	12,760
Conveyance	19,200	1,600
Child Education Allowance	2,400	200
Supplementary Allowance	41,281	3,440
Total of Allowances**	215,996	
Bonus / Exgratra #	36,000	3,000
Special Pay	48,000	
CTC	600,000	
GROSS PAY P.M.		42,266
The above amount (CTC) does not include reimbursements towards lunch subsidy, medical-domiciliary/hospitalisation and telephone (if any). These reimbursements will be as per Company's policy.		
* Gratuity is considered @ 5.56% of PF base. However, actual amount payable will be as per Company's policy/Payment of Gratuity Act.		
** Total Allowances are not in nature of wages and hence not reckoned for PF, Gratuity etc.		
# The Bonus shall be paid in 12 monthly instalments in advance along with the monthly salary. In case you are covered by the Payment of Bonus Act, 1965 these instalments will be treated as advance towards bonus payable under the Act. If bonus declared under the Act is higher than the aggregate of the monthly instalments paid to you during that accounting year, then the difference will be paid to you as per law.		
ANY COMMITMENT MADE OTHER THAN THE ABOVE WILL BE VALID ONLY IF GIVEN IN WRITING BY THE UNDERSIGNED.		
 Atul Joshi Head - HR AD, IO & MVML		 Devaiah M S I Accept



Shortlisted profiles - Campus Drive || SJEC - Mangalore

Aditya Challa <aditya.blr@edstechnologies.com>
To: Placement Officer Sjec <placement_sjec@sjec.ac.in>
Cc: anthony.blr@edstechnologies.com, Bernard <bernard.blr@edstechnologies.com>

Wed, Mar 1, 2017 at 5:46 PM

Hello Sangeeta,

Greetings from EDS Technologies Pvt. Ltd.,

Thank you very much for your assistance during our campus interview at your esteemed college. Your expertise in organizing the event was greatly appreciated.

Please find below list of students shortlisted at your campus for GET position:

Name	College USN No: (College Register Number)	College Name	Branch	Final Round
DARSHAN C	4SO13ME027	SJEC	Mechanical	Shortlisted
VICKY FRANCIES VAZ	4SO13ME116	SJEC	Mechanical	Shortlisted
Devaiah M S	4SO13ME033	SJEC	Mechanical	Shortlisted
Roger Michael Pereira	4SO13ME095	SJEC	Mechanical	Shortlisted
Dilish Joy Lobo	4SO13ME034	SJEC	Mechanical	Shortlisted
Mohammed Saahil Khan	4SO13ME739	SJEC	Mechanical	Shortlisted

Offer Letters will be rolled out for the above mentioned students at the earliest.

1488711 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Devaiah,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

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

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAL)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,260
HRA (@50% of Basic Pay)	42,630
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,231
Flexible Components of TFP ^	1,02,878
Total Fixed Pay (Per Annum)	2,84,199
Total Variable Pay (TVP) (Per Annum) (*)	31,578
Total(A)	3,15,777
Additional Benefits(B)	9,223
Gratuity	4,101
Insurance Premiums (towards GTLI, GMIP and GPAL)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	



Business-friendly Solutions

Ms. Namratha Bhat

Date: 5-October-2016

Dear Namratha Bhat ,

It was a pleasure meeting you to explore a career opportunity for you with ITC Infotech India Limited.

Based on our discussion, we are pleased to offer you the position of **Associate IT Consultant-Grade IS1**

1. Details of your compensation is appended.
2. The exact date of joining will be communicated shortly.
3. You are requested to report at 9.30 AM to complete the joining formalities. Your initial place of posting will be at **Bangalore**. At the time of joining you are requested to submit the copies of documents as per the checklist enclosed in Annexure-I.
4. For any further clarifications, request you to communicate with us at **campus.talentacquisition@itcinfotech.com**.

Welcome to ITC Infotech India Limited and look forward to a long and mutually beneficial association.

Yours faithfully,
ITC Infotech India Limited

Ramesh Sreedhar
General Manager-Talent Acquisition

Reviewed

21/11/16

Letter of Intent

Mr./Ms./Mrs.

Juraid

You have been selected for the Process

Seasonal

This list of documents to be submitted is given below:

1. Education certificates

- ✓ X Class & PUC / XII Class pass certificate -
- ✓ Degree / Highest qualification certificates
- ✓ In case, the Degree certificate is not available, all the years / semester's mark sheets and provisional certificate needs to be provided mandatorily as a supplementary document proof for education certificate.

Note: All mark sheets should be supported with provisional or final certificate.

2. Experience certificate

- ✓ Previous employment experience certificate & last 3 months pay slip.
- ✓ Service letter / Relieving letters & last 3 months pay slip.

Note: If candidate is quit the previous organization recently (i.e. within 45 days), they should submit the appointment letter copy, last three month's pay slips (containing company name) and past 6 months bank statement with the salary credit, at time of joining & submit the relieving letter to HR-Ops within 30 days of DOJ.

Note: Last 3 months pay slip is mandatory for all the experienced candidates.

3. ID Proof, Age Proof & Address Proof

Documents List	Age Proof	ID Proof	Address Proof
Birth Certificate	✓	-	-
X Class certificate with photograph attested by board	✓	✓	-
Passport	✓	✓	✓
Driving License	✓	✓	✓
PAN Card	✓	✓	-
Transfer Certificate (10 th Standard).	✓	-	-
Aadhar Card	-	✓	✓
Election ID card	-	✓	✓
Ration card with photograph	-	✓	✓
Bank passbook (Nationalized Bank) with photograph attested by bank.	-	✓	✓
Post office verification document - Tatkal Address proof card	-	-	✓

24/7 Customer Pvt Ltd., Prestige Tech Platina-2, Survey Nos 32/1, 34/1, 34/2, 34/3, 34/4,
Kadubeesenahalli Village, Varthur Hobli, Outer Ring Road, Marathalli, Bangalore - 560087.

4. Seven passport size photographs

- ✓ Photographs should be with White background.

Note:

- A) Candidates have to carry all the Original copy of the documents for the Verification.
B) To open bank account Pan Card is must.
C) Round neck T-shirt / Colored neck T-shirt / V neck T-shirt & Chinese Color, photos are not entertained.

Acknowledgment to be signed by Candidate

- Date of Joining : _____
- Process Hired for : _____
- Induction time : 10.30 am - 7.00pm

Note: Please carry this letter along with the above-mentioned documents (Original- Documents) with you when you come to the office to collect the Offer Letter. Please get in touch with Sharan for Voice - 9972952247 & Punith for Non-voice - 9972927247 [Call only between 09.00am to 07.00pm]. They will assist you further. Request you to also scan all the documents & send the same to your own Email Id or you can upload the documents into the following online tool <https://springboard-in.247-inc.com/Springboard/welcome.htm>

Name of the Recruiter: Sharan

Name of the Candidate:

Recruiters Employee ID: 70195

Date: 25/11/18

Signature of the HR Recruiter Sharan

Signature of the Candidate:



Greetings from Global E-SoftSys!

Marty <marty@e-softsys.com>

Wed, Nov 22, 2017 at 6:48 PM

To: Krithis2896@gmail.com

Cc: Placement Officer Sjec <placement_sjec@sjec.ac.in>, shashikanth@e-softsys.com, shilpa@esoftware.com, accounts@e-softsys.com

Dear Kirthi,

Sub: Your candidature for the position of Trainee QA Analyst.

Ref: Campus Recruitment held in St. Joseph Engineering College on 27th October 2017 and at Global E-SoftSys Pvt. Ltd, Mangalore branch on 28th October 2017.

We are pleased to inform you that you have been selected for the position of Trainee QA Analyst.

Please report at Global E-SoftSys Pvt. Ltd., 5th Floor, Empire Building, M.G. Road, Mangalore. Phone: 0824-2492799 on **Thursday, 23rd November, 2017 at 12:30pm** to complete the joining formalities.

Please bring the following documents while completing your joining formalities.

- 4 recent passport size photographs
- 2 Photostat of Aadhaar Card and Original for verification
- 2 Photostat of Pan Card and Original for verification
- 2 Photostat of Passport (first two sheets only) and Original for verification or Driving License
- Deposit of Rs. 25,000/- in the form of Demand Draft in favour of Global E-SoftSys Pvt. Ltd. payable at Mangalore

You are requested to bring along your parent/s or guardian during this time for signing service agreement as surety. A copy of their address proof document need to be submitted.

Please note that the Company will carry out reference check about you from the university and also verify your educational credentials.

If you have any questions, please feel free to contact us.

Start Date: Tentatively 2nd July, 2018, exact start date will be communicated by 15th June, 2018.

Regards,

Marty

Global E-SoftSys Pvt. Ltd.

Phone: 080 26566604

E-Mail: marty@e-softsys.com

Web: www.gesoftware.com ; www.e-softproducts.com

Date: August 24, 2017

Ref: LTI/HR/Campus/2018

Name: Manasa Rao

College: ST. JOSEPH ENGINEERING COLLEGE, MANGALORE

OFFER OF EMPLOYMENT

Dear Manasa Rao,

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

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

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

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

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

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**

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

2. **Overseas Deputation/International Assignment**

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

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

3. **Documents**

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

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltifotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Manase 14/9/17
Signature and Date

11/09/2017

Manasa Rao

Dear Manasa,

We are pleased to offer you a career opportunity with VMware Software India Private Limited ("the Company") as **Associate Technical Support Engineer**. In this capacity you will be reporting to **Shripad Joshi**. This offer is subject to your acceptance of the following terms and conditions:

Cost to Company: You will receive a Cost to Company ("CTC") of **INR 800,000** payable in arrears on the last working day of each month. Such salary shall be subject to all applicable Indian Income Tax requirements. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws. Details of the package are set out in Annexure A to this letter ("Compensation Package").

Performance Bonus: You will be eligible to participate in VMware's Bonus Plan, pursuant to the terms and conditions of the Bonus Plan, as it may be amended from time to time. You will be eligible for an annual target bonus opportunity of **7%** of your eligible base pay, with the actual payout based on VMware's achievement of its financial goals, retention and your individual performance, as determined by management. Any bonus for which you become eligible will be determined on a semi-annual basis. Newly hired employees are eligible for a pro-rated bonus if they have worked at least four full weeks in a bonus period in accordance with the Company's financial year. VMware reserves the right to modify or discontinue the Bonus Plan and/or your bonus opportunity at any time.

Relocation: You are eligible to earn a relocation lump sum payment of **INR 85,026** less tax. This amount will be paid by Altair, our relocation vendor. The relocation lump sum payment should be used at your own discretion for costs and expenses associated with your relocation.

Your lump sum payment includes reimbursement of your final move travel, either mileage if you drive or one-way airfare if you fly. Travel must be direct from your hire location to your new VMware work location. Altair will contact you to set up your relocation lump sum payment and review the reimbursement process with you.

You earn this lump sum payment, including the reimbursement, upon successfully completing one year of employment with VMware. If you voluntarily terminate your employment for any reason within one (1) year of your start date, you will be obligated to immediately repay the Company the amount of your lump sum payment which was advanced to you.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found online at our Company intranet HR web page.

Public Holidays: You will be granted public holidays as listed for office employees by the local Government.

Site of Employment: The initial place of posting will be **Bangalore, India**. However, the company may, in its business interests, transfer you to any of its other offices in India or overseas, on such terms and conditions as are applicable as on the date of transfer.

You may also be deputed to any of our associate, sister concerns, subsidiaries, group company or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time, on such terms and conditions that are not less favorable than as contained in this offer letter.

You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Hours of Work: You will be required to work, from Monday to Friday, for not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing your duties competently. Should your position fall within the Company's Global Support area which is a 24/7 operation, you will be required to work non-standard shifts including nights, weekends and/or statutory holidays as determined by the Company. You may also be required to participate in an on call rotation and carry a pager and cell phone from time to time.

Probation Periods: You will be required to serve a probationary period of six (6) months which period may, at the sole discretion of the Company, be extended for such further periods as the Company may consider fit.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company. Further, we have taken note that you are not bound by any competitive clauses by your current employer that would impact your availability and your ability to fully perform your obligations under your employment contract with the Company from the first day of employment.

Terms of Termination: After the conclusion of the probationary period, your employment may be terminated by either party at any time by giving sixty (60) days written notice to the other party. The Company may elect to pay you your salary in lieu of part or all of the notice period.

Your employment may, however, be terminated immediately and without notice at any time if you engage in serious misconduct, willfully or materially breach this agreement or are charged with any criminal offence which in the reasonable opinion of the Company brings the Company or any of its customers, partners or related entities into disrepute.

Effect of Termination: Upon expiry of this agreement pursuant to sections on Termination and Probation, you shall not be entitled to any compensation (other than salary for the days worked), severance pay, or indemnity whatsoever.

Policies and Procedures: You must comply with any policies and procedures (as amended from time to time) of the Company. Your employment is subject to the policies and rules of the Company as amended from time to time.

Entire Agreement: This Agreement, along with the VMware Offer Annex, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

Conditions: The present agreement shall be interpreted and given effect exclusively in accordance with the laws of India. The parties agree to submit to the jurisdiction of the court of law in India, with respect to the adjudication of any dispute arising hereunder.

This offer of employment and your commencement and continuation of employment with VMware is conditional upon:

- (a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with VMware in India; and
- (b) VMware's satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history. Any false information provided by you or at your request may result in immediate termination of your employment with no payment in lieu of notice or any other compensation to you.

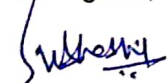
Please note that as a subsidiary of a US technology company, VMware is subject to certain restrictions on hiring nationals of the following countries: North Korea, Syria, Libya, Iran, Sudan, and Cuba. If you are a national of one of these countries, as a condition of this offer of employment, you are required to immediately notify the HR Shared Services Team at apachrss@vmware.com to enable them to determine if any such restrictions apply and their impact on your potential employment with VMware.

We are pleased to have you as a member of the Company and we look forward to working with you. We hope you will find VMware a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter along with the signed VMware Confidentiality Information and Inventions Assignment Agreement and your proposed start date as confirmation of your acceptance of the terms set out within these documents. This offer expires 7 days from the date of this letter. If you do not accept or start by the required date, VMware reserves the right to withdraw this offer of employment.

Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Department.

Best regards,



Subhash Sathyanarayan

Senior Manager, HR Operations

OFFER LETTER

PRIVATE AND CONFIDENTIAL

Date: 13-06-2018

Dear Nagraj H,

We have the pleasure to offer you the position of **Sport Leader** on Full-Time Basis, at Decathlon Sports India Pvt. Ltd.

1. Terms & Conditions

1. You will report to **SANGRAM KESHARI NATH** or any officer appointed by him/her on 01-08-2018
2. Your monthly gross salary will not exceed Rs. **18000.0** (INR. Eighteen Thousand). Refer to the salary annexure mentioned below
3. You may also receive a bonus on monthly basis and which would be to a maximum of 20.0 % of your monthly gross salary. Your manager will explain to you the calculation of such bonus
4. Please note that salary and bonus payments are made based on individual merits and therefore such matters should be kept strictly confidential to yourself only
5. Changes in your compensation are subject to the discretion of the Company and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria
6. You will be on probation for a period of 3 month(s) from the date of your appointment. On completion of the probation period, if the Company finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing

For Decathlon Sports India Pvt Ltd

Thanking you
SANGRAM KESHARI NATH

ST JOY

CS

[24]7

Letter of Intent

Mr./Ms./Mrs. Pollavi K

You have been selected for the Process Seasonal

This List of documents to be submitted is given below:

1. Education certificates

- ✓ X Class & PUC/ XII Class pass certificate -
- ✓ Degree / Highest qualification certificates
- ✓ In case, the Degree certificate is not available, all the years / semester's mark sheets and provisional certificate needs to be provided mandatorily as a supplementary document proof for education certificate.

Note: All mark sheets should be supported with provisional or final certificate.

2. Experience certificate

- ✓ Previous employment experience certificate & last 3 months pay slip.
- ✓ Service letter / Relieving letters & last 3 months pay slip.

Note: If candidate is quit the previous organization recently (i.e. within 45 days), they should submit the appointment letter copy, last three month's pay slips (containing company name) and past 6 months bank statement with the salary credit, at time of joining & submit the relieving letter to HR-Ops within 30 days of DOJ.

Note: Last 3 months pay slip is mandatory for all the experienced candidates.

3. ID Proof, Age Proof & Address Proof

Documents List	Age Proof	ID Proof	Address Proof
Birth Certificate	✓	-	-
X Class certificate with photograph attested by board	✓	✓	-
Passport	✓	✓	✓
Driving License	✓	✓	✓
PAN Card	✓	✓	-
Transfer Certificate (10 th Standard).	✓	-	-
Aadhar Card	-	✓	✓
Election ID card	-	✓	✓
Ration card with photograph	-	✓	✓
Bank passbook (Nationalized Bank) with photograph attested by bank.	-	✓	✓
Post office verification document – Tatkal Address proof card	-	-	✓

24/7 Customer Pvt Ltd., Prestige Tech Platina-2, Survey Nos 32/1, 34/1, 34/2, 34/3, 34/4,
Kadubeesenahalli Village, Varthur Hobli, Outer Ring Road, Marathalli, Bangalore – 560087.

4. Seven passport size photographs

- ✓ Photographs should be with White background.

Note:

- A) Candidates have to carry all the Original copy of the documents for the Verification.
B) To open bank account Pan Card is must.
C) Round neck T-shirt / Colored-neck T-shirt / V neck T-shirt & Chinese Color, photos are not entertained.

Acknowledgment to be signed by Candidate

- Date of Joining : _____
- Process Hired for : _____
- Induction time : 10.30 am - 7.00pm

Note: Please carry this letter along with the above mentioned documents (Original- Documents) with you when you come to the office to collect the Offer Letter. Please get in touch with Sharan for Voice - 9972952247 & Punith for Non-voice - 9972927247 [Call only between 09.00am to 07.00pm]. They will assist you further. Request you to also scan all the documents & send the same to your own Email Id or you can upload the documents into the following online tool <https://springboard-in-247-inc.com/Springboard/welcome.htm>

Name of the Recruiter:

Punith

Recruiters Employee ID:

01066288

Signature of the HR Recruiter

Punith

Name of the Candidate:

Date:

Signature of the Candidate:

CALL LETTER

Dated: 23/4/19.

Dear.....Kaithik M.

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on2019.

On the date of joining we would explain you in detail the schedules.

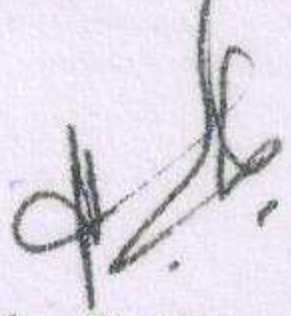
NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.



Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb: 9972389548

USN NO 45016EE404

Namratha Shenoy P

Date: 11-December-2018

**St Joseph College of Engineering
St. Joseph Workers Church,
SJEC Main Rd Near, Vamanjoor, Mangaluru,
Karnataka 575028**

Dear Namratha,

It was a pleasure meeting you to explore a career opportunity for you with ITC Infotech India Limited.

Based on our discussion, we are pleased to offer you the position of **Associate IT Consultant** at grade **IS1**

1. Your annual gross salary along with the break-up of salary is enclosed at the end.
2. You are required to join us on or before **10-September-2019** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
3. You are requested to report at 9.30 AM to complete the joining formalities. Your initial place of posting will be at **Bangalore**. At the time of joining you are requested to submit the copies of documents as per the checklist enclosed.
4. For any further clarifications, request you to communicate with the concerned recruiter contact.

Your appointment is subject to

- Your passing the Company's medical examination successfully. The decision of Company's medical team in this regard will be final.
- Your producing acceptable certified documentary evidence of your date of birth. This evidence must be a Birth Certificate or School Leaving Certificate, Copy of your passport or an Affidavit attesting your date of birth and sworn by your father, mother or a close relative. This date once accepted will be used for all purposes in connection with your employment and no cognisance will be taken for any alterations in the future.
- Your producing acceptable certified documentary evidence of your academic and professional qualifications.
- The Company receiving appropriate and satisfactory report on your background check i.e. past employment and education details.

Welcome to ITC Infotech India Limited and look forward to a long and mutually beneficial association.

Yours faithfully,
ITC Infotech India Limited

Syed Khan

General Manager- Talent Management

Designation: Associate IT Consultant

Grade: IS1

Location: Bangalore

Qualification: BE/B.Tech

Components	Proposed Salary (Rs. Per Month)	Proposed Salary (Rs. Per Annum)
Consolidated Salary (Basic Salary)	8,000	96,000
House Rent Allowance	4,000	48,000
Supplementary Allowance	2,969	35,630
Special Supplementary Allowance (Bangalore)	7,500	90,000
		-
Conveyance Allowance	1,600	19,200
Meal Coupon - Refer EN1	1,100	13,200
Sub Total I	25,169	302,030
Other Components		
Medical Expenses - Refer EN3	1,250	15,000
Leave Travel Allowance - Refer EN4	917	11,000
Performance Effectiveness Pay (PEP) - Refer EN5	1,600	19,200
ITC Products & Services - Refer EN6	104	1,250
Provident Fund (Company Contribution)	960	11,520
Sub Total II	4,831	57,970
TOTAL	30,000	360,000

Explanatory Notes:

1) Meal Coupons - Coupons pertaining to a month will be distributed to the employees in the subsequent month (E.g. Rs.1100/- for the full month of November, will be distributed in the first week of December). However in cases where there is no full month of service (on account of Secondment/Exit, the prorated value will be paid as part of salary). For those locations where Meal Coupons facility is not available, the same will be added to Supplementary allowance and paid along with salary after applicable tax.

2) Medical Insurance for Self/Family (Spouse, 2 dependent children up to age of 24 years) will be covered under Company's Health Insurance scheme, with a sum insured value of Rs. 300,000 per annum. Option to cover parents on payment of associated premium by employee with attractive benefits. You will be covered as per the Company's - Group Accident Insurance Policy for a sum insured value of Rs. 1,000,000.

3) Medical Expenses - You will be entitled for the payment of medical expenses for self and family members per the company's policy, for Rs. 1,250 per month as part of salary. Your grade based eligibility shall be prorated from the month of joining.

4) Leave Travel Allowance of Rs. 11,000 per annum is paid as per company policy, prorated for the previous financial year along with April salary of the following financial year.

5) Performance Effectiveness Pay (PEP) - is payable at the sole discretion of the management of the company taking into account the individual, team and company performance as the case may be and paid annually. It is governed by the applicable policy of the company in this regard. At your grade, you are entitled to PEP not exceeding 20% of the Consolidated Salary (Basic Salary) earned for the accounting year. PEP Payout will not be part of salary for purpose of calculating separation/retirement benefits.

6) ITC Products & Services - This scheme provides you an opportunity to avail and enjoy ITC's world class products and services, governed by the following policy. You are eligible to claim reimbursement towards the purchase upto Rs. 1,250 per annum. The reimbursement amounts are based on assumption that you are availing the benefit upto the entitlement as per the policy. If you do not avail the benefit, the amount mentioned is non-encashable or not carried forward to the next financial year.

7) Gratuity - You will also be eligible for Gratuity as per the Payment of Gratuity Act.

Yours faithfully,

ITC Infotech India Limited

Syed Khan

General Manager- Talent Management

ANNEXURE-I

Documents to be carried on your DOJ-

MANDATORY DOCUMENTS	
1	3 Copies Passport size photo
2	All educational marks sheet and certificates - 10 th , Diploma/12 th , Graduation, Post-Graduation (if applicable)
3	Passport - (with all VISA stamping & ECNR pages if travelled onsite)/ Acknowledgement of application
4	PAN card/ Acknowledgement of application
OTHER DOCUMENTS- TO BE CARRIED AS APPLICLABLE	
1	Aadhar Card/ Acknowledgement of application
2	Certifications if any
3	UAN DETAILS
4	Marriage Certificate
5	NSR Registration
6	Present Employer – Pay slips for last 3 months (if applicable)
7	Present employer - Hike letter(s)/ Appointment letter(whichever is earlier) (if applicable)
8	Present employer - Relieving letter(resignation acceptance) (if applicable)
9	Previous Employer all relieving letters & Experience letters (if applicable)
10	Previous Employers PF Account Numbers (if applicable)



Date: 11-Sep-2018

Ref. No.: RT1/EEI/1819/0104

Ms. Nidhishree B
D/o Mr. Narayan M S
#2-12-1053/2 Gayathri
Bejai New Road 1st cross
Mangalore, Dakshina Kannada – 575 004

Dear Nidhishree

We are delighted to submit to you this offer for appointment as a **Trainee Software Engineer L1 (Band – B)** of our team at Robosoft Technologies Private Limited. This offer letter enlists the principal terms and conditions of this employment offer. You are expected to join on **15-Jul-2019**.

Under the terms of this offer:

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

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

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

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

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

This offer of employment is subject to the following conditions:

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

- b. The Company obtaining a satisfactory feedback from the reference checks carried out by it and/or background verification conducted through an external agency; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

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

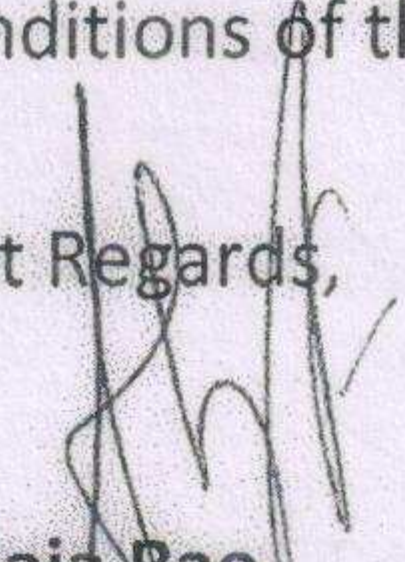
This offer letter is also subject to your executing a Service Agreement for 36 months, in the prescribed proforma with our Company, on successful completion of your academics and before joining our Company. A copy of the said proforma is available with our HR personnel for your review.

We look forward to you becoming a part of the Company. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **17-Sep-2018** after which time this offer will be considered to have been withdrawn by the Company without further notice to you.

You are expected to produce, before joining, a set of documents as mentioned in Annexure-II. Any pending documents are required to be submitted on the date of joining.

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

Best Regards,


Shylaja Rao
Chief Operating Officer

I accept the Offer as outlined above


[Signature]

NIDHISHREE.B
[Name]

17-09-2018
[Date]



Offer: Computer Consultancy
Ref: TCSL/CT20182389028/Bangalore
Date: 09/10/2018

Ms. Nidhishree B
2-12-1053/2, Gayathri, Bejai New Road,
Bejai,
Mangalore-575004,
Karnataka.
Tel# 91-9901142122

Dear Nidhishree B,

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/CT20182389028

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

Greetings from Global ESoftSys Pvt. Ltd.,

Marty S <Marty@e-softsys.com>

Mon, Oct 29, 2018 at 5:10 PM

To: "pavithrasenthil997@gmail.com" <pavithrasenthil997@gmail.com>

Cc: Sangeeta Ferrao <sangeetaf@sjec.ac.in>, Shashi <shashikanth@e-softsys.com>, Nisha <nishashetty@e-softsys.com>

Dear Pavithra,

Sub: Your candidature for the position of Trainee Programmer.

Ref: Campus Recruitment held in St. Joseph Engineering College on 25th October 2018 and Global ESoftSys Pvt. Ltd, Mangalore branch on 27th October 2018.

We are pleased to inform you that you have been selected for the position of Trainee Programmer.

Please report at Global ESoftSys Pvt. Ltd., 5th Floor, Empire Building, M.G. Road, Mangalore. Phone: 0824-2492799 on **Friday, 2nd November, 2018 at 11:30am** to complete the joining formalities.

Please bring the following documents while completing your joining formalities.

- 4 recent passport size photographs
- 2 Photostat of Pan Card and Original for verification
- 2 Photostat of Passport (first two sheets only) and Original for verification or Driving License
- Deposit of Rs. 25,000/- in the form of Demand Draft in favour of Global E-SoftSys Pvt. Ltd. payable at Mangalore

You are requested to bring along your parent/s or guardian during this time for signing service agreement as surety. A copy of their address proof document need to be submitted.

Please note that the Company will carry out a reference checks about you from the university and also verify your educational credentials.

If you have any questions, please feel free to contact us.

Please confirm your acceptance of the job offer and your availability on Friday at the indicated time by 30th October 2018 in response to this email.

Start Date: Tentatively July 1, 2019, exact start date to be communicated by June 20, 2019.

Best Regards,

Marty

Global ESoftSys Pvt. Ltd.

Phone: 080 26566604

E-Mail: marty@e-softsys.com

Web: www.gesoftsys.com ; www.e-softproducts.com



pavithra_senthil <pavithrasenthil997@gmail.com>

Letter of Intent - Pavithra S - Ref. No.: 8384070

1 message

careers@wipro.com <careers@wipro.com>
 To: pavithrasenthil997@gmail.com
 Cc: manager.campus@wipro.com

Mon, Dec 10, 2018 at 11:44 AM

Campus - Letter Of Intent

December 10, 2018

Dear Pavithra S,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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

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

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

Yours sincerely,

For Wipro Limited
 Sunil Kalachar
 General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.
 www.wipro.com

Date: November 13, 2018

Ref: LTI/HR/Campus/2019

Name: Poojitha R

College: St. Joseph College of Engineering, Mangalore

OFFER OF EMPLOYMENT

Dear Poojitha R,

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

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

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

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

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

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

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.lntinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

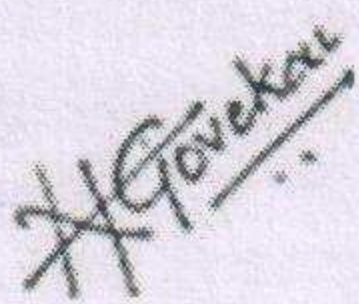
The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager ²Campus
Recruitment

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Poojitha R		Date : November 12, 2018
Salary Grade : GET(I)		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		5,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		5,414
Meal Allowance		1,210
Sub- Total (A)	293,688	24,474
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	313,860	26,155
Medicclaim Premium	4,140	
Grand Total	318,000	

Notes:

- Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- H.R.A. will be deducted for accommodation (if any) provided by the Company.
- You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

Medical Insurance:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

4501550038

Dear Sharadhi C

Sub: **Conditional Offer of Employment**

Congratulations!

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

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

1. Your initial annual Cost to Company will be 186612. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We shall provide you a separate Letter of Appointment on the date of your joining.
4. You will report for the joining and orientation at our office as per the communication received from the HR team.
5. Upon joining, you will be provided with Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay your monthly compensation retrospectively from the date of joining the Company. It is hereby clarified that your entitlement of your monthly compensation (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request your trainer who shall consider such requests on a case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility if qualified will commence accordingly.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining **15-Jul-19** for the purpose of submission/verification:
 - Five passport size color photographs (important)
 - Date of Birth proof certificate (Original and Photocopy)
 - Aadhaar Card (Original and Photocopy)
 - Graduation mark sheets till last semester including final semester admit card (Original and photocopy)
 - High school and secondary school pass out mark sheets/certificates (Original and Photocopy)
 - Previous Employment details if any (Service Certificate/ Relieving Letter if applicable in original)
 - Last drawn Pay slip (if applicable in original)
 - Passport No. / Driver's license No. / Bank Account No. (Original and Photocopy)

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

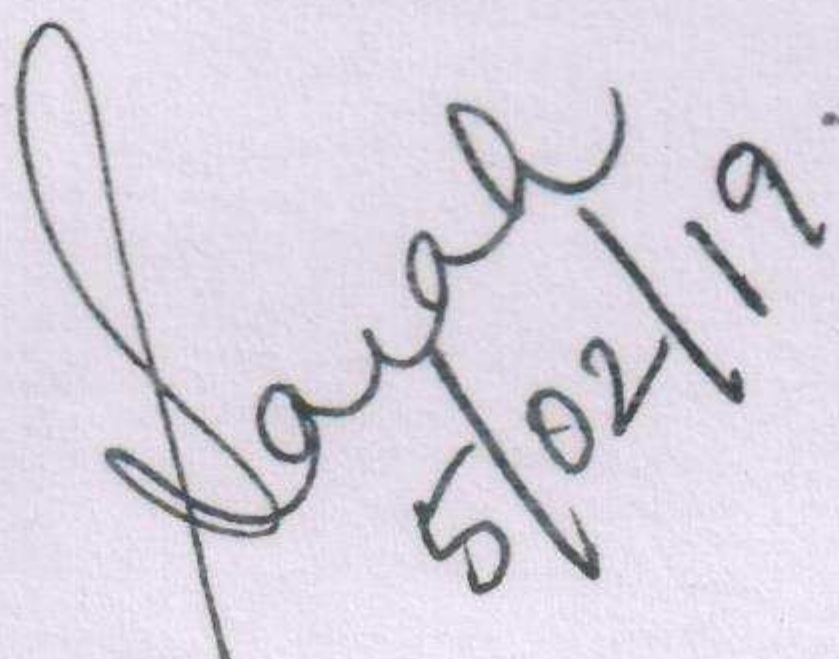
If you have any queries pertaining to this offer letter please call us at +91 9972927247.


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

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

With Best Wishes,

Susmita Malik
Vice President HR


5/02/19


I accept your offer.
Signature of the candidate

SERVICE AGREEMENT

This Agreement ("Agreement") is made on this 25th March, 2019 by and BETWEEN:

KALPATARU POWER TRANSMISSION LIMITED a company incorporated under the Companies Act, 1956 having its registered office at 101, Part III, G.I.D.C. Estate, Sector-28, Gandhinagar – 382028, Gujarat (hereinafter referred to as "KPTL", which expression shall, unless it be repugnant to the subject or context thereof, include all its executors and permitted assigns) of the First Part.

AND

Ms.....Sharadhi..... aged about ...21..... years, residing at 13/55, Kothari Compound, opp. Church Gate, Kulshekar, Mangalore-575005 joined KPTL as Graduate Engineer Trainee on 05-02-2018, hereinafter referred to as "**Graduate Engineer Trainee**" (which expression shall unless it be repugnant to the context or meaning thereof, mean and include his / her legal representatives and assigns) of the Second Part.

KPTL and Graduate Engineer Trainee are hereinafter individually referred to as "**Party**" and collectively as "**Parties**", as the context may require.

WHEREAS KPTL is engaged in the business of **Power transmission, Railways infrastructure, oil and gas and Sub-station projects** all over India.

WHEREAS KPTL after conducting exams/interviews has selected the Graduate Engineer Trainee for joining KPTL to gain technical experience and on the job experience.

WHEREAS the Graduate Engineer Trainee has joined KPTL as Graduate Engineer Trainee from the date of joining w.e.f..... in accordance with his appointment letter no. and dated (hereinafter referred to as the ("**Appointment Letter**").

WHEREAS the Graduate Engineer Trainee understands that there may arise necessity of training(s) time to time for meeting business requirements of KPTL as well as to satisfactorily carry out its duties and also agrees that such training would enrich his / her experience and enhance his / her skills, experience and on-hand job knowledge. The Graduate Engineer Trainee also agrees and